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ABSTRACT

Two hundred thirty-two Illinois school districts and special education cooperatives were selected to participate in this survey. Public school districts and special education cooperatives in Illinois reporting 50 or more full-time noncertified staff were chosen for the survey, and additional districts and co-ops were chosen from the remaining 716 districts/cooperatives to be representative of the distribution of the remaining noncertified staff. Data include part-time versus full-time status, membership in an employees' organization or union, beginning salary, maximum salary, insurance benefits, and eligibility for sick leave, retirement, and other benefits. Where applicable, staff categories include: architects, attendance officers, attorneys, bookkeepers, bus drivers, other transportation, clerks, cooks, other food service, custodians, engineers, health aides, health assistants, library aides, maintenance workers, mechanics, playground supervisors, secretaries, security, teacher aides, teacher assistants, and other educational support staff. Data are provided by district and a key is given for equivalent county name. The survey form is included. (JLS)

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Illinois Noncertified Salary Study

1995-96

Illinois State Board of Education
Policy, Planning and Resource Management
Research and Policy

May, 1996

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ILLINOIS NONCERTIFIED SALARY STUDY

1995-96

POLCIY, PLANNING AND RESOURCE MANAGEMENT

RESEARCH AND POLICY

May, 1996

MICHAEL W. SKARR, CHAIRPERSON
STATE BOARD OF EDUCATION

JOSEPH A. SPAGNOLO
STATE SUPERINTENDENT OF EDUCATION

FOREWORD

The Illinois Noncertified Salary Study was first completed during the 1992-93 school year, and is conducted according to Section 2-3.103 of the School Code (105 ILCS 5/2-3.103).

This year's study was the responsibility of Karol K. Chaska, Principal Consultant, Research and Policy, State Board of Education. Inquiries regarding this publication should be directed to the State Board of Education. The interpretations and conclusions expressed herein have been prepared by staff and do not necessarily reflect the position or policy of the State Board of Education.

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INTRODUCTION

The adoption of a salary schedule or policy is often the result of formal negotiations or meetings between representatives of the local board of education and the representatives of the noncertified staff. Bargaining for salaries is usually conducted annually, biennially, or triennially. Participants in the process of developing a salary schedule/policy or negotiated agreement require timely information concerning trends in noncertified salary schedules/policies and fringe benefits. Therefore, the purpose of this study is to provide school board members, noncertified staff, administrators, and the general public with accurate noncertified salary schedule/policy and fringe benefits information.

Regular scheduled salaries and salaries with longevity pay are included. Scheduled salaries with longevity include that which is paid beyond the schedule's/policy's last annual regular increase. Some districts pay longevity every few years rather than annually. Therefore, longevity pay/years does not necessarily mean that noncertified staff receive an annual longevity step increase for each year between the last regularly scheduled increase and the maximum longevity pay/year.

Two hundred thirty two (232) school districts and special education cooperatives were selected to participate in this survey that is conducted according to Section 2-3.103 of the School Code (105 ILCS 5/2-3.1-3). Those public school districts and special education co-ops which reported 50 or more fulltime noncertified staff on the Public District Fall Enrollment/Housing Report (ISBE 87-02) were chosen for the survey. These districts were chosen since it was more likely that they would have a negotiated salary schedule for the noncertified staff. Additional districts/co-ops were chosen from the remaining 716 district/co-ops to be representative of the distribution of remaining noncertified staff.

LIMITATIONS

There are several limitations that must be considered in using the data presented in this publication.

*Some personnel within a given position may be paid on an hourly basis while others may be paid on a yearly basis, therefore an hourly wage is indicated as the beginning salary and a yearly salary is indicated as the maximum salary.

*Some personnel are paid on an hourly basis but longevity is a given dollar amount; therefore, years to reach the highest longevity are reported but the dollar amount is not reported.

*Some part-time personnel do not receive the same or proportional fringe benefits as full-time personnel within the same position.

*Some personnel within the same position work 12, 11, 10, 9 or fewer months; the salaries presented are the range for the position regardless of the months employed.

*Several general positions include more than one classification; e.g., secretaries I, II, III, etc. are all combined as secretaries. The salaries presented reflect the lowest and highest salaries within the general position.

*Salaries for a given position in one district may not be comparable to another district because the duties and responsibilities assigned to that position may not be identical.

*Some districts have settled on salaries for certain positions but may still be negotiating the salaries for other positions.

NONCERTIFIED SALARY POLICIES AND FRINGE BENEFITS

Key to Salary Policies and Fringe Benefits

A = Board Paid Retirement
- 2 = Full Board Paid Retirement
- 3 = Partial Board Paid Retirement

B = Direct Educational Reimbursement paid by the board
C = Early Retirement paid by the board
D = Fair Share clause in the negotiated contract
E = Merit Pay
F = Severance Pay
G = Sick Leave Bank
H = Sick Leave Beyond 180 Days
I = Personal, business, emergency leave with pay
J = Employees' Affiliation
- 1 = AFSCME
- 2 = IFT-AFT
- 3 = IEA-NEA
- 4 = Teamsters
- 5 = Service Employees
- 6 = Other

COUNTY NAMES AND CODE NUMBERS

001	Adams	027	Ford	053	Livingston	079	Randolph
002	Alexander	028	Franklin	054	Logan	080	Richland
003	Bond	029	Fulton	055	Macon	081	Rock Island
004	Boone	030	Gallatin	056	Macoupin	082	St. Clair
005	Brown	031	Greene	057	Madison	083	Saline
006	Bureau	032	Grundy	058	Marion	084	Sangamon
007	Calhoun	033	Hamilton	059	Marshall	085	Schuyler
008	Carroll	034	Hancock	060	Mason	086	Scott
009	Cass	035	Hardin	061	Massac	087	Shelby
010	Champaign	036	Henderson	062	McDonough	088	Stark
011	Christian	037	Henry	063	McHenry	089	Stephenson
012	Clark	038	Iroquois	064	McLean	090	Tazewell
013	Clay	039	Jackson	065	Menard	091	Union
014	Clinton	040	Jasper	066	Mercer	092	Vermilion
015	Coles	041	Jefferson	067	Monroe	093	Wabash
016	Cook	042	Jersey	068	Montgomery	094	Warren
017	Crawford	043	Jo Daviess	069	Morgan	095	Washington
018	Cumberland	044	Johnson	070	Moultrie	096	Wayne
019	DeKalb	045	Kane	071	Ogle	097	White
020	DeWitt	046	Kankakee	072	Peoria	098	Whiteside
021	Douglas	047	Kendall	073	Perry	099	Will
022	DuPage	048	Knox	074	Piatt	100	Williamson
023	Edgar	049	Lake	075	Pike	101	Winnebago
024	Edwards	050	LaSalle	076	Pope	102	Woodford
025	Effingham	051	Lawrence	077	Pulaski	108	State Operated
026	Fayette	052	Lee	078	Putnam		

ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
001 QUINCY SCHOOL DISTRICT 172																	
BOOKKEEPERS	3	3		13.12	H	15.91	H						1,212	99			11
BUS DRIVERS	74	74		9.00	H	14.88	H	25	25				1,212	99			1 113
OTHER TRANSPORTATION	2	2		9.60	H	25.05	H						1,212	99			11
COOKS	65	55	10	6.18	H	11.10	H	25	25				1,212	99			11
OTHER FOOD SERVICE	3	3		8.70	H	13.60	H	25	25				1,212	99			11
CUSTODIANS	49	49		8.88	H	12.91	H	15	8				1,212	99			1 113
HEALTH AIDES	9	9		9.15	H	12.92	H						1,212	99			11
LIBRARY AIDES	3	3		7.42	H	10.32	H	17	17				1,212	99			11
MAINTENANCE WORKERS	11	11		13.65	H	21.00	H						1,212	99			11
MECHANICS	6	6		11.28	H	21.55	H						1,212	99			11
SECRETARIES	64	62	2	6.90	H	13.00	H	17	6				1,212	99			11
SECURITY	3	3		7.78	H	15.59	H						1,212	99			11
TEACHER AIDES	78	71	7	6.56	H	14.72	H	21	21				1,212	99			11
TEACHER ASSISTANTS	34	34		6.56	H	9.81	H	21	21				1,212	99			11
OTHER ED SUPPORT STAFF	3	2	1	15.89	H	19.13	H						1,212	99			11
TOTAL	407	387	20														
009 BEARDSTOWN C U SCH DIST 15																	
BOOKKEEPERS	2	2		21,907	Y	28,878	Y						1,100	55	3,616	31	1111
BUS DRIVERS	6	6				7,189	Y						1,100	55	3,616	31	1 1111
CLERKS	1	1		7.00	H	7.75	H	4	4	7.90	H	20	1,100	55	3,616	31	1 11113
COOKS	9	9		7.10	H	7.85	H	4	4	8.00	H	20	1,100	55	3,616	31	1 11113
CUSTODIANS	8	7	1	8.29	H	9.14	H	4	4	9.29	H	20	1,100	55	3,616	31	1 11113
LIBRARY AIDES	1	1		7.00	H	7.75	H	4	4	7.90	H	20	1,100	55	3,616	31	1 11113
MAINTENANCE WORKERS	1	1		13.20	H	14.05	H	4	4	14.20	H	20	1,100	55	3,616	31	1 11113
PLAYGROUND SUPERVISORS			7	9.25	H	10.00	H	4	4	10.15	H	20				1	1 11113
SECRETARIES	8	7	1	7.05	H	7.95	H	4	4	8.10	H	20	1,100	55	3,616	31	1 11113
TEACHER AIDES	16	16		7.00	H	7.75	H	4	4	7.90	H	20	1,100	55	3,616	31	1 11113
TEACHER ASSISTANTS	1	1		7.00	H	7.75	H	4	4	7.90	H	20	1,100	55	3,616	31	1 11113
TOTAL	53	51	9														
010 MAHOMET-SEYMOUR C U SCH DIST 3																	
BOOKKEEPERS	1	1				29,000	Y						1,800	100	2,798	100 3	11
BUS DRIVERS	13		20	6.36	H	12.38	H									3	1
OTHER TRANSPORTATION	1	1				28,200	Y						1,800	100	2,798	100 3	11
CLERKS	2	2		9,093	Y	11,878	Y	12					1,800	100	2,798	12 3	1 1113
COOKS	16	1	15	4.50	H	12.38	H						1,800	100	2,798	12 3	11
OTHER FOOD SERVICE	3		3	4.50	H	8.08	H									3	11
CUSTODIANS	14	14	2	8.00	H	12.38	H						1,800	100	2,798	12 3	11
HEALTH AIDES	1	1		18,000	Y	23,790	Y						1,800	100	2,798	12 3	11
LIBRARY AIDES	3	3		9,521	Y	12,304	Y	12					1,800	100	2,798	12 3	1 113
MAINTENANCE WORKERS	1	1				34,715	Y						1,800	100	2,798	12 3	11

* SALARIES INCLUDE RETIREMENT CONTRIBUTION.
** D=DAILY,H=HOURLY,M=MONTHLY,T=PER TRIP,W=WEEKLY,Y=YEARLY.

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	MAHOMET-SEYMOUR C U SCH DIST 3	(CONT.)																
	MECHANICS	1	1		8.00	H	14.86	H						1,800	100	2,798	12	3 11
	PLAYGROUND SUPERVISORS	1		9	4.25	H	7.74	H										3 11
	SECRETARIES	15	15		8.00	H	14.25	H						1,800	100	2,798	12	3 11
	TEACHER AIDES	25	21	4	9,093	Y	14,979	Y	12					1,800	100	2,798	12	3 1 1113
	OTHER ED SUPPORT STAFF	3	2	1			7.25	H						1,800	100	2,798	12	3 11
	TOTAL	100	83	54														
	URBANA SCHOOL DIST 116																	
	ATTENDANCE OFFICERS	1	1				13.84	H						1,740	100	2,452		111
	BOOKKEEPERS	8	8		8.81	H	15.24	H						1,740	100	2,452		111
	CLERKS	8	8	4	7.50	H	9.55	H						1,740	100	2,452		11
	CUSTODIANS	1	1				9.50	H						1,740	100	2,452		111
	LIBRARY AIDES	2	1	2	8.75	H	9.11	H	8	3				1,740	100	2,452		113
	MAINTENANCE WORKERS	16	16		12.94	H	21.54	H						1,740	100	2,452		111
	PLAYGROUND SUPERVISORS	10	2	41	5.93	H	9.81	H						1,740	100	2,452		11
	SECRETARIES	35	30	5	7.00	H	14.95	H						1,740	100	2,452		111
	TEACHER AIDES	4		5	8.27	H	9.11	H	8	3				1,740	100	2,452		113
	TEACHER ASSISTANTS	90	8	93	8.27	H	9.11	H	8	3				1,740	100	2,452		113
	OTHER ED SUPPORT STAFF	35	21	21	5.75	H	20.65	H						1,740	100	2,452		111
	TOTAL	208	92	171														
011	TAYLORVILLE C U SCH DIST 3																	
	BOOKKEEPERS	4	4		16,207	Y	21,398	Y			21,798	Y	12	2,256	98	2,664	95	113
	COOKS	33	8	37	7.24	H	14,647	Y										113
	CUSTODIANS	24	19	5	7.98	H	23,688	Y	19	19	23,988	Y	20	2,256	98	2,664	95	113
	LIBRARY AIDES	2		8	7.72	H	8.40	H										113
	MAINTENANCE WORKERS	1	1				28,240	Y						2,256	98	2,664	95	
	PLAYGROUND SUPERVISORS			21			7.81	H										
	SECRETARIES	19	12	7	8.40	H	20,537	Y			20,837	Y	12	2,256	98	2,664	95	113
	TEACHER AIDES	71	60	13	7,929	Y	11,225	Y	16	16	11,525	Y	17	2,256	98	2,664	95	113
	TEACHER ASSISTANTS	12	12	6			8.12	H										113
	TOTAL	166	114	97														
013	FLORA COMM UNIT SCH DIST 35																	
	BOOKKEEPERS	1	1				24,202	Y		24				2,292	42	4,496	70	3 11
	BUS DRIVERS	19	17	2			.54	D		8				2,292	42	4,496	70	3 11
	OTHER TRANSPORTATION	1	1				26,035	Y		20				2,292	42	4,496	70	3 11
	CLERKS	1	1				19,827	Y		16				2,292	42	4,496	70	3 11
	COOKS	7	7		5.98	H	9.52	H		8				2,292	42	4,496	70	3 11
	CUSTODIANS	12	11	1	5.80	H	11.68	H		8				2,292	42	4,496	70	3 11
	HEALTH ASSISTANTS	1	1		8,125	Y	10,090	Y	8	8				2,292	42	4,958	70	3 11
	LIBRARY AIDES	2	2		8,125	Y	10,090	Y	8	8				2,292	42	4,958	70	3 11

* SALARIES INCLUDE RETIREMENT CONTRIBUTION.
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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
FLORA COMM UNIT SCH DIST 35	(CONT.)																
MECHANICS	1	1		17,289	Y	22,208	Y	8	8				2,292	42	4,956	70	3 11
SECRETARIES	9	8	1	9,882	Y	18,648	Y	8	8				2,292	42	4,956	70	3 11
TEACHER AIDES	15	15		8,125	Y	10,090	Y	8	8				2,292	42	4,956	70	3 11
OTHER ED SUPPORT STAFF	1		1	8.05	H	8.05	H	8	8				2,292	42	4,956	70	3 11
TOTAL	70	65	5														
015 CHARLESTON C U SCHOOL DIST 1																	
CUSTODIANS	19	19		10.23	H	14.29	H	3					2,374	100	2,575		1 11
MAINTENANCE WORKERS	4	3	1	12.58	H	14.29	H	3					2,374	100	2,575		1 11
SECRETARIES	29	10	19	7.32	H	14.10	H	5					2,374	100	2,575		1 11
TEACHER AIDES	36	30	6			8.00	H						2,374	100	2,575		1 11
TOTAL	88	62	26														
MATTOON C U SCHOOL DIST 2																	
BOOKKEEPERS	1	1		9.48	H					1,203	H	14	2,305	91	2,664		11
BUS DRIVERS	22		23	9.15	H					949	H	7	2,305	77	2,664		1 1 115
OTHER TRANSPORTATION	1	1		28,700	Y								2,305	91	2,664		11
COOKS	30		35	7.54	H	8.52	H			8.82	H	3	2,305	77	2,664		1 1 115
OTHER FOOD SERVICE	1	1		10.70	H								2,305	77	2,664		11
CUSTODIANS	24	22	2	9.98	H					1,108	H	7	2,305	77	2,664		1 1 115
LIBRARY AIDES	8	2	6	7.74	H					919	H	16	2,305	77	2,664		11 115
MAINTENANCE WORKERS	3	3		11.51	H	11.76	H		1				2,305	77	2,664		11 115
MECHANICS	1	1		11.76	H								2,305	77	2,664		11 115
PLAYGROUND SUPERVISORS	5		31	5.75	H	6.95	H										
SECRETARIES	26	25	1	9.10	H	9.78	H			12.23	H		2,305	77	2,664		11 115
TEACHER AIDES	59	37	22	7.55	H	7.74	H			9.19	H	16	2,305	77	2,664		11 115
TOTAL	181	93	120														
EASTERN ILL AREA OF SPEC EDUC																	
SECRETARIES	12	10	2	7.15	H	9.99	H	8	8				2,292	61	2,664		113
TEACHER AIDES	81	73	8	6.15	H	8.35	H	8	8				2,292	61	2,664		113
OTHER ED SUPPORT STAFF	6	4	2	9.24	H	18.17	H	15	3				2,292	61	2,664		113
TOTAL	99	87	12														
016 PALATINE C C SCHOOL DIST 15																	
BOOKKEEPERS	1	1		11.15	H	12.56	H	4	1	13.05	H	5	3,235	100	3,440	42	3 115
BUS DRIVERS	120	120	10	9.25	H	12.34	H	5	1				3,180	100	3,440	42	3 11
OTHER TRANSPORTATION	26		26	7.00	H	9.77	H	5	1	19.90	H	6	3,180	100	3,440	42	3 11
CLERKS	23	23		7.57	H	8.51	H	4	1	12.25	H	11	3,036	100	3,440	42	3 115
COOKS	1	1		10.00	H	15.00	H		1		O		3,036	100	3,440	42	3 11
OTHER FOOD SERVICE	44	44	8	6.20	H	6.50	H		1	15.30	H	4	3,036	100	3,440	42	3 11
CUSTODIANS	70	70	18	11.54	H	14.66	H	7	7	15.30	H	8	3,245	100	3,440	59	3 115

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
PALATINE C C SCHOOL DIST 15	(CONT.)																
HEALTH AIDES	13	13	1	14.40	H	14.80	H		1				3,038	100	3,440	42	3 11
LIBRARY AIDES	19		19	7.57	H	8.51	H	3	3	10.75	H	10	3,038	100	3,440	42	3 115
MAINTENANCE WORKERS	11	11		15.87	H	18.27	H	4	4	22.88	H	7	3,285	100	3,440	42	3 115
MECHANICS	5	5		11.54	H	14.68	H	7	7	21.75	H	8	3,245	100	3,440	42	3 115
PLAYGROUND SUPERVISORS			11	7.42	H	9.92	H	6	6		0						
SECRETARIES	56	56		9.07	H	12.56	H	9	9	17.85	H	10	3,230	100	3,440	42	3 115
SECURITY	1	1		15.87	H	18.27	H	5	5	18.98	H	6	3,285	100	3,440	59	3 115
TEACHER AIDES	186	186	46	7.89	H	9.41	H	4	4	12.11	H	5	3,038	100	3,440	42	3 115
OTHER ED SUPPORT STAFF	10	10		26,500	Y	44,000	Y				0		3,284	100	3,440	42	3 11
TOTAL	586	541	137														
WHEELING C C SCHOOL DIST 21																	
BOOKKEEPERS	1	1				42,932	Y						2,150	100	4,135	80	21 111
CLERKS	8	8		9.94	H	19.48	H	25	25	7.54	Y	21	2,150	100	4,135	80	21 111
CUSTODIANS	41	41		11.70	H	41,885	Y	3	3	1,040	Y	26	2,150	100	4,135	80	21 1 13
HEALTH ASSISTANTS	12	12		9.27	H	13.58	H	25	25				2,150	100	4,135	80	21 1 13
LIBRARY AIDES	12	12		9.37	H	16.83	H	25	25				2,150	100	4,135	80	21 1 13
MAINTENANCE WORKERS	13	13		15.55	H	88,375	Y	3	3	824	Y	15	2,150	100	4,135	80	211 1113
SECRETARIES	26	24	2	9.37	H	19.48	H	25	25	8.75	Y	24	2,150	100	4,135	80	211 1113
TEACHER ASSISTANTS	27	27		10.69	H	15.34	H	3	3				2,150	100	4,135	80	21 1 13
OTHER ED SUPPORT STAFF	5	5		10.14	H	39,322	Y	25	25	1,040	Y	25	2,150	100	4,135	80	21 111
TOTAL	145	143	2														
ARLINGTON HEIGHTS SCH DIST 25																	
BOOKKEEPERS	1	1		30,228	Y	34,782	Y	4	4				2,625	100	6,398	71	3 111
COOKS	3		3	11.75	H	12.50	H	5	5								3 1 1
OTHER FOOD SERVICE	11		19	7.60	H	11.50	H	5	5								3 1 1
CUSTODIANS	21	21	19	29,213	Y	39,980	Y	5	2	400	Y	15	2,625	100	6,398	71	31 1 1115
MAINTENANCE WORKERS	8	8		33,432	Y	44,469	Y	2	2	400	Y	15	2,625	100	6,398	71	31 1 1115
PLAYGROUND SUPERVISORS			28	10.30	H	11.10	H	2	2								
SECRETARIES	28	28		23,019	Y	34,782	Y		4				2,625	100	6,398	71	3 1 111
TEACHER ASSISTANTS	36	33	29	11.10	H	12.95	H	3	3								3 111
OTHER ED SUPPORT STAFF	8	4	20	8.00	H	11.10	H										
TOTAL	116	95	118														
RIVER TRAILS SCHOOL DIST 26																	
BOOKKEEPERS	2	2		10.00	H	19.00	H			384.20	Y	13	3,334	100	4,378	14	11
BUS DRIVERS	14		14	8.50	H	9.75	H										11
CLERKS	1	1		8.00	H	12.00	H						2,778	100	3,848	14	11
COOKS	8	8		8.00	H	11.30	H						2,778	100	3,848	14	11
OTHER FOOD SERVICE	3	1	2	8.00	H	25,750	Y						3,334	100	4,378	14	11
CUSTODIANS	12	12		10.00	H	17.00	H						3,334	100	4,378	14	11

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
RIVER TRAILS SCHOOL DIST 26	(CONT.)																
HEALTH AIDES	3	3		8.00	H	10.00	H						2,778	100	3,848	14	11
LIBRARY AIDES	3	3		8.00	H	12.00	H						2,778	100	3,848	14	11
MAINTENANCE WORKERS	4	4		10.00	H	21.00	H						3,334	100	4,378	14	11
PLAYGROUND SUPERVISORS			9	8.00	H	11.30	H										
SECRETARIES	7	7		9.00	H	38,420	Y						3,334	100	4,378	14	11
TEACHER AIDES	13	13		8.00	H	12.00	H						2,778	100	3,848	14	11
TOTAL	68	52	25														
NORTHBROOK ELEM SCHOOL DIST 27																	
BOOKKEEPERS	1	1		18,700	Y	38,665	Y	20	1				3,657	98	4,615		1 11
CLERKS	10	10		8,750	Y	11,875	Y	10	1				1,533	100			1 11
CUSTODIANS	12	10	2	20,700	Y	41,614	Y	20	3				3,657	98	4,615		1 11
HEALTH AIDES	3	3		12,950	Y	25,007	Y	20	1				3,208	98	4,135		1 11
SECRETARIES	9	9		14,100	Y	46,784	Y	20	4				3,657	98	4,615		1 11
TEACHER AIDES	21	21		9,880	Y	20,157	Y	20	2				3,208	98	4,135		1 11
TOTAL	56	54	2														
GLENVIEW C C SCHOOL DIST 34																	
BOOKKEEPERS	2	2		30,300	Y								3,757	100			1 11
OTHER TRANSPORTATION	1	1		28,000	Y								3,757	100			1 11
CLERKS	2	2		22,450	Y								3,757	100			1 11
COOKS	16	16		7,350	Y	11,150	Y	5	5	13,355	Y	22	3,757	100			1 11
OTHER FOOD SERVICE	1	1		48,250	Y								3,757	100			1 11
CUSTODIANS	21	21		24,950	Y	34,825	Y	6	6	38,659	Y	20	3,757	100			1 11
HEALTH AIDES	7	7		10,850	Y	14,230	Y	10	10	17,795	Y	19	3,757	100			1 11
LIBRARY AIDES	6	6	6	10,150	Y	13,050	Y	10	10	13,842	Y	13	3,757	100			1 11
MAINTENANCE WORKERS	2	2		29,825	Y	34,825	Y	6	6	38,222	Y	7	3,757	100	4,701	100	1 11
SECRETARIES	13	13	2	16,000	Y	41,750	Y						3,757	100			1 11
TEACHER AIDES	51	44	21	9,300	Y	12,200	Y	10	10	13,576	Y	14	3,757	100			1 11
OTHER ED SUPPORT STAFF	5	5		31,000	Y								3,757	100			1 11
TOTAL	127	120	29														
WINNETKA SCHOOL DIST 36																	
BOOKKEEPERS	3	2	1	12.50	H	17.60	H						2,702	70	6,751		
CLERKS			1	8.28	H	14.95	H	16									
CUSTODIANS	13	13	13	15.83	H	20.65	H						2,702	70	6,751		
HEALTH AIDES	3	2	2	13.00	H	20.98	H	15		21.74	H						
LIBRARY AIDES	15	12	6	8.41	H	16.64	H	16		22.36	H						
MAINTENANCE WORKERS	3	3				20.37	H	3					2,702	70	6,751		5
SECRETARIES	11	10	1	10.04	H	16.45	H	13					2,702	70	6,751		
SECURITY	5	2	5	8.41	H	16.64	H	16									
TEACHER AIDES	39	36	3	8.28	H	14.95	H	16									

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	WINNETKA SCHOOL DIST 36	(CONT.)																
	OTHER ED SUPPORT STAFF	1		1			11.45	H						2,702	70	6,751		
	TOTAL	93	80	33														
	WILMETTE SCHOOL DIST 39																	
	BUS DRIVERS	14		14	9.50	H	20.68	H										1 1112
	OTHER TRANSPORTATION	2	2		16.11	H	23.38	H										
	COOKS	15	15	1	9.25	H	17.26	H										1 1112
	CUSTODIANS	24	22	2	9.50	H	23.27	H										1 1112
	HEALTH ASSISTANTS	7	6	1	10.93	H	11.40	H										1 1112
	LIBRARY AIDES	6	6				11.12	H										1 1112
	MAINTENANCE WORKERS	2	2		23.65	H	39.36	H										1 1112
	SECRETARIES	21	20	1	11.23	H	21.41	H										1 1112
	TEACHER AIDES	36	35	4	10.93	H	13.80	H										1 1112
	TEACHER ASSISTANTS	4	2	2	10.93	H	13.84	H										1 1112
	OTHER ED SUPPORT STAFF	8	5	3	10.93	H	13.23	H										1 1112
	TOTAL	139	115	28														
	SCHAUMBURG C C SCHOOL DIST 54																	
	CUSTODIANS	99	99		21,500	Y	39,500	Y	26					3,332	100	7,494	55	2 1 1 11
	HEALTH ASSISTANTS	15		15	13.50	H	14.00	H	2		0							1
	LIBRARY AIDES	28	28		13,142	Y	22,235	Y	17		0			3,332	100	7,494	55	11 1 1
	MAINTENANCE WORKERS	34	34		30,000	Y	43,250	Y	20		0			3,332	100	7,494	64	2 1 1 11
	MECHANICS	9	9		22,100	Y	34,580	Y	20		0			3,332	100	7,494	64	2 1 1 11
	PLAYGROUND SUPERVISORS	5	5		48,500	Y	57,300	Y	24		0			3,332	100	7,494	64	2 1 1 11
	SECRETARIES	120	108	14	16,835	Y	36,470	Y	24		0			3,332	100	7,494	64	2 1 1 111
	SECURITY	12	12		32,565	Y	76,337	Y	18		0			3,332	100	7,494	64	2 1 1 111
	TEACHER ASSISTANTS	191	178	13	10,492	Y	17,939	Y	19		0			3,332	100	7,494	55	11 1 1
	OTHER ED SUPPORT STAFF	15	15		28,234	Y	58,275	Y	19		0			3,332	100	7,494	64	2 1 1 111
	TOTAL	528	488	42														
	COMM CONS SCH DIST 59																	
	OTHER TRANSPORTATION	3	3		13.00	H	17.08	H						3,048	100	5,093	65	
	CLERKS	21	21	4	9.20	H	13.59	H	10	10				3,048	100	5,093	65	
	OTHER FOOD SERVICE			73	8.35	H	9.05	H										
	CUSTODIANS	42	42		11.19	H	19.22	H	10	10				3,048	100	5,093	65	
	HEALTH AIDES	9	9		9.40	H	13.04	H	6	6				3,048	100	5,094	65	
	HEALTH ASSISTANTS	1	1		8.76	H	13.59	H	10	10				3,048	100	5,094	65	
	LIBRARY AIDES	31	25	6	9.40	H	13.04	H	10	10				3,048	100	5,094	65	
	MAINTENANCE WORKERS	12	12		11.19	H	20.87	H	10	10				3,048	100	5,094	65	
	SECRETARIES	37	37	4	10.49	H	16.27	H	10	10				3,048	100	5,094	65	
	TEACHER ASSISTANTS	77	75	2	9.40	H	13.04	H	10	10				3,048	100	5,094	65	
	OTHER ED SUPPORT STAFF	8	8				58,710	Y						3,048	100	5,094		
	TOTAL	241	233	89														

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BEST COPY AVAILABLE

ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY ** D	MAX SALARY ** D	YR	PG	HIGH. LONG. ** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
DES PLAINES C C SCH DIST 62														
BOOKKEEPERS	5	5		23,037 Y	47,986 Y					3,525	100	5,525	66	
CLERKS	1		1		7.25 H			8.60 H						
CUSTODIANS	31	28	3	19,024 Y	37,954 Y	5	5			3,540	100	5,525	66	3
ENGINEERS	1	1			64,780 Y	1	3			3,581	100	5,525	100	3
HEALTH ASSISTANTS	11		11		10.39 H									
LIBRARY AIDES	14	14								3,525	100	5,525	66	
MAINTENANCE WORKERS	8	8		40,399 Y	43,568 Y	3	3			3,525	100	5,525	66	3
PLAYGROUND SUPERVISORS			3		27.00 H									
SECRETARIES	32	28	7	18,431 Y	47,898 Y		8			3,525	100	5,525	66	
TEACHER AIDES	57	54	19											
OTHER ED SUPPORT STAFF	29	8	40	7.25 H	50,777 Y		18			3,525	100	5,525	66	
TOTAL	189	142	84											
EAST MAINE SCHOOL DIST 63														
BOOKKEEPERS	1	1			17.49 H					2,218	100	6,453	36	1 111
CLERKS	2	2		10.27 H	10.93 H	1	1							1
CUSTODIANS	22	21	1	13.45 H	15.60 H	4	4	15.90 H	20	2,218	100	6,453	39	1 1113
HEALTH AIDES	5	5		10.27 H	10.93 H	1								1
LIBRARY AIDES	5	5		10.27 H	10.93 H	1								1
MAINTENANCE WORKERS	4	3	1	14.78 H	16.92 H	5	5	17.22 H	20	2,218	100	6,453	39	1 1113
PLAYGROUND SUPERVISORS			32		13.20 H									
SECRETARIES	31	27	4	9.49 H	20.98 H					2,218	100	6,453	36	111
TEACHER AIDES	25	25		10,925 Y	16,862 Y	8	6	17,462 Y	12	2,218	68	6,453	23	1 1113
OTHER ED SUPPORT STAFF			13		3,918 Y									
TOTAL	95	89	51											
PARK RIDGE C C SCHOOL DIST 64														
CUSTODIANS	22	21	1	11.29 H	16.82 H	8	1	18.39 H	20	2,492	100	4,304	28	11
HEALTH ASSISTANTS	5	3	2	9.20 H	14.12 H	19	1	19.01 H	20	2,492	100	4,304	28	1 1113
LIBRARY AIDES	12	10	2	9.20 H	14.12 H	19	1	19.01 H	20	2,492	100	4,304	28	1 1113
MAINTENANCE WORKERS	6	6		18.67 H	20.36 H	3	1	22.27 H	20	2,492	100	4,304	28	
SECRETARIES	31	22	9	7.88 H	17.44 H	14	5	19.01 H	20	2,492	100	4,304	28	1 11
TEACHER ASSISTANTS	55	47	8	9.20 H	14.12 H	19	1	15.39 H	20	2,492	100	4,304	28	1 1113
OTHER ED SUPPORT STAFF	8	7	1	13.94 H	74,256 Y					2,492	100	4,304	28	
TOTAL	139	116	23											
EVANSTON C C SCHOOL DIST 65														
BOOKKEEPERS	3	3		13.27 H	16.92 H	12		24.96 H		2,722	100	7,699	35	3 1 1113
CLERKS	4	3	1	9.09 H	16.92 H	12	7			2,722	100	7,699	35	3 1 1113
COOKS	3	3		8.26 H	11.15 H	8	2			2,722	100	7,699	35	3 111
OTHER FOOD SERVICE	32	3	41	6.88 H	15.65 H	8	5			2,722	100	7,699	35	3 111
CUSTODIANS	52	52		21,569 Y	38,651 Y	14	5			2,722	100	7,699	35	3 1 1113

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
EVANSTON C C SCHOOL DIST 65	(CONT.)																
HEALTH AIDES	15	2	13	10.38	H	13.81	H	9	1				2,722	100	7,699	35	3 1 1113
LIBRARY AIDES	4	4		10.38	H	13.21	H	12	1				2,722	100	7,699	35	3 1 1113
MAINTENANCE WORKERS	9	9		28,040	Y	41,805	Y	14	1				2,722	100	7,699	35	3 1 1113
PLAYGROUND SUPERVISORS			140	10.00	H	10.00	H										
SECRETARIES	56	52	4	9.09	H	23.18	H	12	8				2,722	100	7,699	35	3 1 1113
TEACHER ASSISTANTS	84	84		10.00	H	13.87	H	10	1				2,722	100	7,699	35	3 1 1113
OTHER ED SUPPORT STAFF	7	7		18.91	H	24.20	H						2,722	100	7,699	35	3 1 111
TOTAL	266	219	199														
SKOKIE SCHOOL DIST 68																	
BOOKKEEPERS	2	2		13.95	H	20.30	H	8	2				7,480	70	13,984	70	1 1 11
BUS DRIVERS	13	11	2	10.53	H	12.85	H	5	2				7,480	70	13,984	70	1 1 11
CLERKS	8	8	1	9.43	H	14.20	H	8	1				7,480	70	13,984	70	1 1 11
COOKS	5	3	3	10.69	H	11.80	H	5	1				7,480	70	13,984	70	1 1 11
OTHER FOOD SERVICE			5	8.53	H	9.02	H	3	1				7,480	30	13,984	30	1 1 11
CUSTODIANS	19	16	3	9.51	H	24.02	H	8	5				7,480	70	13,984	70	1 1 11
HEALTH AIDES	4	3	1	14.48	H	20.79	H	8	2				7,480	70	13,984	70	1 1 11
LIBRARY AIDES	5	2	3	12.66	H	15.17	H	6	1				7,480	70	13,984	70	1 1 11
MAINTENANCE WORKERS	2	2		18.97	H	25.43	H	8	2				7,480	70	13,984	70	1 1 11
PLAYGROUND SUPERVISORS			1	12.66	H	15.17	H	6	1				7,480	30	13,984	30	1 1 11
SECRETARIES	11	11		12.47	H	21.75	H	8	4				7,480	70	13,984	70	1 1 11
TEACHER AIDES	38	26	15	12.66	H	20.79	H	8	5				7,480	70	13,984	70	1 1 11
TOTAL	107	84	34														
LINCOLNWOOD SCHOOL DIST 74																	
BOOKKEEPERS	1	1				23.10	H						2,940	75			11
COOKS	6	6		8.42	H	10.87	H						2,940	75	6,780	75	11
CUSTODIANS	6	6		10.00	H	12.87	H						2,940	75	6,780	75	11
LIBRARY AIDES	3	3		8.65	H	11.00	H						2,940	75	6,780	75	
PLAYGROUND SUPERVISORS	8		8	8.65	H	10.50	H										
SECRETARIES	7	7		11.55	H	16.10	H						2,940	75	6,780	75	11
TEACHER AIDES	17	17		8.65	H	11.00	H						2,940	75	6,780	75	11
TOTAL	48	40	8														
MANNHEIM SCHOOL DIST 83																	
BOOKKEEPERS	2	2		12.25	H	17.25	H	6	6				2,687	93	4,710	93	3 11
BUS DRIVERS	9		20	13.37	H	14.10	H	2	2								
CLERKS	30	30		10.47	H	14.74	H	6	6				2,687	93	4,710	93	3 11
COOKS	16	16		7.93	H	11.08	H	3	3				2,687	93	4,710	93	3 11
CUSTODIANS	19	18	1	12.20	H	16.76	H	5	5				2,687	93	4,710	93	3 11
MAINTENANCE WORKERS	8	8		13.79	H	18.52	H	5	5				2,687	93	4,710	93	3 11
MECHANICS	1	1		13.79	H	18.52	H	5	5				2,687	93	4,710	93	3 11

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NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY ** D	MAX SALARY ** D	YR	PG	HIGH. LONG. ** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
MANNHEIM SCHOOL DIST 83	(CONT.)													
PLAYGROUND SUPERVISORS			25											
SECRETARIES	9	9		10.91 H	15.27 H	8	8			2,687	93	4,710	93	3 11
TEACHER AIDES	27	27	27	10.47 H	14.74 H	8	8			2,687	93	4,710	93	3 11
OTHER ED SUPPORT STAFF			4		10.80 H	1	1							
TOTAL	121	111	77											
BERKELEY SCHOOL DIST 87														
BOOKKEEPERS	2	2		10.00 H	13.95 H		2	6.00 Y	15	2,456	100	3,388	14	
CLERKS	2	2		7.50 H	8.77 H		2	6.00 Y	15	2,456	83	3,388	14	
COOKS	2	2		8.64 H	10.62 H	5	5	6.00 Y	15	2,456	83	3,388	14	3
OTHER FOOD SERVICE	11	7	4	7.54 H	9.66 H	5	5	6.00 Y	15	2,456	83	3,388	14	3
CUSTODIANS	19	19		10.55 H	15.64 H	10	10	6.00 Y	15	2,456	100	3,388	14	3
HEALTH AIDES	6	6		7.54 H	11.58 H	9	9	6.00 Y	15	2,456	100	3,388	14	3
LIBRARY AIDES	6	6		7.54 H	11.58 H	9	9	6.00 Y	15	2,456	100	3,388	14	3
MAINTENANCE WORKERS	2	2		11.56 H	13.75 H	4	4	6.00 Y	15	2,456	100	3,388	14	3
SECRETARIES	11	11		8.35 H	17.51 H		6	6.00 Y	15	2,456	100	3,388	14	
TEACHER AIDES	19	18	1	7.54 H	11.58 H	9	9	6.00 Y	15	2,456	100	3,388	14	3
OTHER ED SUPPORT STAFF	1	1			29,120 Y			600 Y	15	2,456	100	3,388	100	
TOTAL	81	76	5											
BELLWOOD SCHOOL DIST 88														
BOOKKEEPERS	1	1			30,084 Y					2,268	100	3,936		31 111
BUS DRIVERS	13	4	10	7,218 Y	18,744 Y					2,268	100	3,936		31 1 111
OTHER TRANSPORTATION	7		7	4,450 Y	7,188 Y									
COOKS	1		1		9,277 Y									1 1 111
OTHER FOOD SERVICE	33	1	32	4,450 Y	25,600 Y					2,268	100	3,936		31 1 111
CUSTODIANS	21	21		35,360 Y						2,268	100	3,936		31 1 111
LIBRARY AIDES	6		6	6,577 Y	7,980 Y	12		14,583 Y	13					31 1 111
MAINTENANCE WORKERS	2	2			35,360 Y					2,268	100	3,936		31 1 111
PLAYGROUND SUPERVISORS			9		10.21 H									3 1
SECRETARIES	21	21		13,591 Y	23,451 Y	12				2,268				31 1 111
TEACHER ASSISTANTS			28	6,029 Y	7,297 Y	12		13,367 Y	13					31 1 111
TOTAL	105	50	93											
MAYWOOD-MELROSE PARK-BROADVIEW-89														
CLERKS	4	4		8.45 H	10.92 H	12	1							2
CUSTODIANS	28	28		21,255 Y	30,688 Y	15	2	40,488 Y	19	3,503	98	9,874	68	2 1 115
HEALTH ASSISTANTS	8	8		7,816 Y	13,192 Y	12	1	13,892 Y	19	3,503	98	9,874	68	2 1 1
LIBRARY AIDES	11	10	1	8,239 Y	14,081 Y	12	2	14,781 Y	19	3,503	98	9,874	68	21 1 1
MAINTENANCE WORKERS	4	4		32,374 Y	44,495 Y	11	1	45,295 Y	19	3,503	98	9,874	68	2 1 115
SECRETARIES	20	20		12,111 Y	31,309 Y	12	2	32,109 Y	19	3,503	98	9,874	68	21 1 11
TEACHER AIDES	1		1	6.50 H	10.97 H	12	1			3,503	98	9,874	68	2

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	MAYWOOD-MELROSE PARK-BROADVIEW-89 (CONT.)																	
	TEACHER ASSISTANTS	58		58	6.45	H	10.92	H	12	1								2
	OTHER ED SUPPORT STAFF	1	1				5,000	Y						3,503	98	9,874	68	2 1 11
	TOTAL	131	71	60														
	OAK PARK ELEM SCHOOL DIST 97																	
	CUSTODIANS	26	26		31,048	Y	34,680	Y						2,285	100	6,502	85	111 14
	ENGINEERS	7	7		38,746	Y	39,792	Y						2,285	100	6,502	85	111 14
	MAINTENANCE WORKERS	12	12		38,746	Y	39,792	Y						2,285	100	6,502	85	111 14
	PLAYGROUND SUPERVISORS			24														
	SECRETARIES	33	33	5	15,073	Y	23,665	Y			31,585	Y		2,285	100	6,502	60	1 1 13
	TEACHER ASSISTANTS	98	98	19	6,960	Y	10,680	Y			14,031	Y		2,285	45	6,502	16	1 11 13
	TOTAL	178	178	48														
	CICERO SCHOOL DISTRICT 99																	
	ATTENDANCE OFFICERS	1		1			14.15	H										
	BOOKKEEPERS	1	1		21,830	Y	39,286	Y	5	5	40,071	Y	25					1 1
	BUS DRIVERS	30	30	4	9.30	H	9.70	H		3								1
	OTHER TRANSPORTATION	1	1	20			7.05	H										1
	CLERKS	20	20	11	6.05	H	18.00	H	5	5								1 12
	OTHER FOOD SERVICE			23	8.40	H	9.40	H										
	CUSTODIANS	39	39	4	21,330	Y	32,286	Y	5	6	40,008	Y	25					1 1 14
	LIBRARY AIDES	3	3	8	8.45	H	10.65	H	13	5							3	1 12
	MAINTENANCE WORKERS	3	3				41,792	Y	25	5	42,577	Y	26				3	1 1 14
	MECHANICS	3	3		21,830	Y	41,192	Y	25	5	45,255	Y	26				3	1 1
	PLAYGROUND SUPERVISORS			143			7.60	H										
	SECRETARIES	20	20		18,340	Y	38,830	Y	5	5							3	1 1 12
	TEACHER AIDES	141	125	16	8.45	H	11.30	H	13	5							3	1 12
	OTHER ED SUPPORT STAFF	2	2		24,960	Y	42,500	Y	5	5							3	1 1
	TOTAL	284	247	228														
	BERWYN SOUTH SCHOOL DISTRICT 100																	
	BUS DRIVERS	8	1	5	9.05	H	11.90	H						2,879	35	7,500	12	
	OTHER TRANSPORTATION	1		1			8.25	H										
	CLERKS	1	1		6.25	H	7.00	H										
	CUSTODIANS	14	14		13.07	H	15.48	H	5	5				2,879	100	7,500	38	1 3
	LIBRARY AIDES	4	2	2	7.70	H	9.65	H						2,879	45	7,500	17	1
	MAINTENANCE WORKERS	1	1		14.23	H	15.98	H	5	5				2,879	100	7,500	38	1 3
	SECRETARIES	13	13		7.88	H	18.26	H						2,879	100	7,500	38	1
	TEACHER ASSISTANTS	20	18	2	7.18	H	13.47	H	8	8				2,879	45	7,500	17	1 1 3
	TOTAL	80	50	10														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY ** D	MAX SALARY ** D	YR	PG	HIGH. LONG. ** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
LA GRANGE SCHOOL DIST 102														
BOOKKEEPERS	1	1		13.13 H	17.72 H					2,670	97	6,606	97	3 11
BUS DRIVERS	1	1		8.59 H	11.89 H					2,670	97	6,606	97	3 11
OTHER TRANSPORTATION			1		7.50 H									
CLERKS	4		4	7.58 H	10.23 H									3 11
CUSTODIANS	19	19	1	8.59 H	17.73 H					2,670	97	6,606	97	3 11
HEALTH AIDES	5	5		8.33 H	11.25 H									3 11
LIBRARY AIDES	7	5	2	7.58 H	11.89 H									3 11
MAINTENANCE WORKERS	1	1		12.12 H	16.36 H					2,670	97	6,606	97	3 11
PLAYGROUND SUPERVISORS			16		12.00 H									
SECRETARIES	11	11		7.07 H	13.64 H					2,670	97	6,606	97	3 11
TEACHER AIDES	31	23	11	7.07 H	10.91 H									3 11
OTHER ED SUPPORT STAFF	21	8	17											3 11
TOTAL	101	74	52											
BURBANK SCHOOL DISTRICT 111														
ATTENDANCE OFFICERS	1		1	7,000 Y	8,400 Y	5	5	10,900 Y	19	1,819	100	4,714	98	111 112
BOOKKEEPERS	1	1		19,800 Y	22,800 Y	5	5	28,800 Y	19	1,819	100	4,714	98	111 112
CUSTODIANS	15	15		11.48 H	13.34 H	7	7	15.22 H	21	1,819	100	4,714	98	11 111
HEALTH AIDES	1	1		7.25 H	9.25 H	9	9			1,819	100	4,714	98	1 11
LIBRARY AIDES	7	7		14,000 Y	16,800 Y	6	6	21,800 Y	19	1,819	100	4,714	98	1 112
MAINTENANCE WORKERS	3	3		12.86 H	14.54 H	7	7	16.42 H	21	1,819	100	4,714	98	11 111
SECRETARIES	7	7		16,200 Y	19,000 Y	6	6	24,000 Y	19	1,819	100	4,714	98	111 112
TEACHER AIDES	9	9		8.50 H	8.50 H	9	9			1,819	100	4,714	98	1 112
TEACHER ASSISTANTS	12	12		7.50 H	9.75 H	9	9			1,819	100	4,714	98	1 112
OTHER ED SUPPORT STAFF	44		44		5.75 H									
TOTAL	100	55	45											
PALOS COMM CONS SCHOOL DIST 118														
BOOKKEEPERS	1	1			16.82 H					2,175	99	7,026	99	111
BUS DRIVERS	15	25	1	8.17 H	15.68 H	10	10	119.17 Y	10	2,175	99	2,126	30	11
OTHER TRANSPORTATION	2	1	1	8.17 H	16.75 H					2,187	100	7,067	100	111
CLERKS	3	1	3	8.12 H	12.58 H	10	10	215.75 Y	10	2,175	99	7,026	99	111
OTHER FOOD SERVICE			3	5.75 H										
CUSTODIANS	15	12	3	7.15 H	15.94 H	10	10	331.55 Y	10	2,175	99	7,026	99	111
HEALTH AIDES	3	3		8.12 H	11.77 H	10	10	168.08 Y	10	2,175	99	7,026	4	111
LIBRARY AIDES	6	4	2	8.12 H	11.77 H	10	10	168.08 Y	10	2,175	99	7,026	4	111
MAINTENANCE WORKERS	2	2		14.99 H	16.11 H					2,175	99	7,026	4	111
MECHANICS	1	1			16.54 H					2,175	99	7,026	99	111
PLAYGROUND SUPERVISORS	4	4	4	8.17 H	11.79 H	10	10	114.36 Y	10	2,175	99	3,706	52	111
SECRETARIES	8	8		8.83 H	19.41 H	10	10	332.88 Y	10	2,175	99	7,026	99	111
TEACHER AIDES	7	4	3	7.88 H	16.00 H	10	10	168.08 Y	10	2,175	99	7,026	99	111
OTHER ED SUPPORT STAFF	1	1			28.89 H					2,187	100	7,067	100	111
TOTAL	88	87	20											

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
OAK LAWN-HOMETOWN SCH DIST 123																	
BOOKKEEPERS	1	1				14.55	H						3,378	100	8,447	100	2 115
BUS DRIVERS	1		3	5.75	H	11.25	H										115
CLERKS	6		6	5.50	H	6.75	H										115
OTHER FOOD SERVICE			54	5.30	H	6.50	H										5
CUSTODIANS	19	19		9.47	H	14.33	H						3,378	100	8,447	90	1112
HEALTH AIDES	3	3		12.75	H	17.00	H						3,378	100	8,447	45	115
LIBRARY AIDES	2	2		7.00	H	9.00	H										115
MAINTENANCE WORKERS	6	6		10.43	H	16.89	H						3,378	100	8,447	100	1112
SECRETARIES	13	13		9.65	H	14.24	H						3,378	100	8,447	100	115
TEACHER AIDES	30	28	2	7.00	H	11.00	H										115
OTHER ED SUPPORT STAFF	3	3		16.95	H	18.91	H						3,378	100	8,447	100	2 5
TOTAL	84	75	65														
COOK COUNTY SCHOOL DIST 130																	
BOOKKEEPERS	2	2		7.82	H	13.49	H	20					3,570	100	4,129	100	1113
BUS DRIVERS	7		7	6.70	H	11.18	H	19					3,570	100	4,129	100	1113
OTHER TRANSPORTATION	1	1		6.98	H	8.22	H	19					3,570	100	4,129	100	1113
CLERKS	1	1		12.03	H	13.49	H	13					3,570	100	4,129	100	1113
CUSTODIANS	28	28		7.45	H	15.59	H						3,570	100	4,129	100	1 1115
HEALTH AIDES	1	1		4.45	H	8.22	H	18					3,570	100	4,129	100	1113
MAINTENANCE WORKERS	3	3		11.70	H	13.00	H						3,570	100	4,129	100	1 1115
SECRETARIES	22	20	2	6.98	H	38,580	Y	20					3,570	100	4,129	100	1113
TEACHER AIDES	57	57		4.45	H	11.85	H	19					3,570	100	4,129	100	1113
OTHER ED SUPPORT STAFF	6	6		16.00	H	46,230	Y						3,570	100	4,129	100	111
TOTAL	128	117	9														
CALUMET PUBLIC SCHOOLS DIST 132																	
COOKS	2	1	1	7.00	H	13.98	H						2,612	100			116
OTHER FOOD SERVICE	6		6	5.00	H	10.68	H										116
CUSTODIANS	12	7	5	5.25	H	10.82	H						2,612	100			116
HEALTH AIDES	2	2		13.59	H	15.00	H						2,612	100		1	116
LIBRARY AIDES	2	2		8,665	Y	10,000	Y						2,612	100		2	116
MAINTENANCE WORKERS	1	1		21,528	Y	33,000	Y			47,000	Y		2,612	100			116
PLAYGROUND SUPERVISORS	9		9	7.00	H	12.07	H										6
SECRETARIES	10	10		15,381	Y	30,723	Y			31,000	Y		2,612	100		1	116
SECURITY	1		1	7.00	H	7.68	H						2,612	100			116
TEACHER AIDES	13	13		8,337	Y	18,411	Y						2,612	100		1	113
TEACHER ASSISTANTS	4	4		9,057	Y	12,072	Y						2,612	100		1	113
OTHER ED SUPPORT STAFF	1	1		54,000	Y	71,000	Y			81,000	Y		2,758	100	4,045	100	21 116
TOTAL	83	41	22														

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CTY NAME OF DISTRICT	IMPF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
ORLAND SCHOOL DISTRICT 135																	
ARCHITECTS	1	1				60,783	Y						2,088	100	3,002	100	1
BOOKKEEPERS	5	5		12.01	H	19.18	H	5	5	9.84	Y	15	2,088	100	3,002	90	1 1 1 12
CLERKS	10	7	3	10.00	H	12.50	H	5	5	9.84	Y	15	2,088	100	3,002	90	1 1 1 12
COOKS	5		5	9.94	H	10.50	H			8.00	Y	15	2,088	100	3,002		1
OTHER FOOD SERVICE	9		10	7.80	H	8.84	H			8.00	Y	15	2,088	100	3,002		1
CUSTODIANS	27	13	63	4.50	H	15.58	H	5	5	9.84	Y	15	2,088	100	3,002	90	1 1 1 12
HEALTH AIDES	2		2	10.00	H	12.50	H	5	5	9.84	Y	15	2,088	100	3,002	90	1 1 1 12
HEALTH ASSISTANTS	3	3		18.14	H	19.23	H	5	5	9.84	Y	15	2,088	100	3,002	90	1 1 1 12
LIBRARY AIDES	9	8	1	11.71	H	12.50	H	5	5	9.84	Y	15	2,088	100	3,002	90	1 1 1 12
MAINTENANCE WORKERS	4	4		18.14	H	19.23	H	5	5	9.84	Y	15	2,088	100	3,002	90	1 1 1 12
PLAYGROUND SUPERVISORS			81			5.15	H										
SECRETARIES	18	18		12.01	H	20.03	H	5	5	9.84	Y	15	2,088	100	3,002	90	1 1 1 12
TEACHER AIDES	84	84	2	8.93	H	12.50	H	5	5	9.84	Y	15	2,088	100	3,002	90	1 1 1 12
OTHER ED SUPPORT STAFF	6	6		9.89	H	58,639	Y		5	984	Y	15	2,088	100	3,002	90	1 1 1 12
TOTAL	183	149	147														
KIRBY SCHOOL DIST 140																	
BOOKKEEPERS	1	1		9.50	H	17.50	H						2,301	99	6,051	67	1 11
BUS DRIVERS	23	23		8.50	H	13.00	H						2,301	99			11
OTHER TRANSPORTATION	1	1				15.87	H						2,301	100	6,051	100	1 11
CLERKS	10	10		6.25	H	11.00	H						2,301	99	6,051	67	1 11
CUSTODIANS	30	30		8.65	H	15.65	H						2,301	100	6,051	82	1 15
HEALTH AIDES	7	7		6.25	H	9.50	H						2,301		6,051		1
LIBRARY AIDES	7	7		5.50	H	9.00	H						2,301		6,051		1
MAINTENANCE WORKERS	2	2		15.00	H	17.00	H						2,301	99	6,051	67	1
SECRETARIES	19	19		8.00	H	16.75	H									1	11
TEACHER AIDES	31	31	2	6.75	H	9.50	H						2,301		6,051		1
TEACHER ASSISTANTS	7	7	20	5.00	H	9.00	H										1
OTHER ED SUPPORT STAFF	1	1		9.00	H	13.00	H						2,301	99	6,051	67	1 11
TOTAL	139	139	22														
POSEN-ROBBINS EL SCH DIST 143-5																	
BOOKKEEPERS	3	3		19,735	Y	28,081	Y						3,421	100	5,269		111
CUSTODIANS	13	13	3	16,513	Y	27,408	Y	12	12	27,536	Y	12	3,421	100	5,269	1	1112
HEALTH AIDES	2	2				10,040	Y						3,421	100	5,269		11
LIBRARY AIDES	4	4		7.17	H	7.83	H										11
MAINTENANCE WORKERS	2	2		20,383	Y	29,542	Y						3,421	100	5,269		111
SECRETARIES	9	9		10,120	Y	23,994	Y	23	23				3,421	100	5,269		111
TEACHER AIDES	34	34		7.17	H	7.83	H										11
TOTAL	67	67	3														

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY ** D	MAX SALARY ** D	YR	PG	HIGH. LONG. ** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
PRAIRIE-HILLS ELEM SCH DIST 144														
BOOKKEEPERS	1	1			37,310 Y	21				2,160	100	3,479	52	
COOKS	10	8	2	5.50 H	8.65 H	15				2,160	100	3,479	52	
OTHER FOOD SERVICE	21		21	4.50 H	5.05 H	3								
CUSTODIANS	17	16	1	8.24 H	13.59 H	15	15			2,160	100	3,479	52	
HEALTH ASSISTANTS	1	1												
LIBRARY AIDES	6	6		6.99 H	10.95 H	15	15			2,160	100	3,479	52	
MAINTENANCE WORKERS	2	2		10.35 H	15.95 H	15	15			2,160	100	3,479	52	
SECRETARIES	21	2	19	7.66 H	31.72 H	15	15			2,160	100	3,479	52	
TEACHER AIDES	19	1	18	6.19 H	10.93 H	15	15			2,160	100	3,479	52	
TOTAL	98	37	61											
TINLEY PARK COMM SCH DIST 146														
CLERKS	5	5		22,724 Y	34,081 Y					2,958	95	7,344	75	3 1
OTHER FOOD SERVICE			3		7.00 H									
CUSTODIANS	15	15		19,509 Y	31,112 Y					2,958	95	7,344	75	3 1
ENGINEERS	1	1			58,000 Y					2,958	95	7,344	75	3 1
HEALTH ASSISTANTS	5	5		11.87 H	19.86 H					2,958	95	7,344	75	3 1
LIBRARY AIDES	3	3	4		5.00 H					2,958	95	7,344	75	3 1
MAINTENANCE WORKERS	2	2		26,571 Y	35,949 Y					2,958	95	7,344	75	3 1
SECRETARIES	11	9	2	22,724 Y	41,311 Y					2,958	95	7,344	75	3 1
TEACHER AIDES	38	38	15	12,881 Y	17,427 Y					2,958	95	7,344	75	3 1
OTHER ED SUPPORT STAFF			20	8.71 H	11.32 H					2,958	95	7,344	75	3 1
TOTAL	80	78	44											
DOLTON SCHOOL DISTRICT 149														
BOOKKEEPERS	1	1			32,015 Y					2,768	90	1,684	35	1 1 11
CLERKS	8	8		9,934 Y	16,538 Y	14	14			2,768	90	1,684	35	1 1 1113
CUSTODIANS	18	18	1	14,537 Y	32,932 Y	16	16			2,768	90	1,684	35	1 1 1113
MAINTENANCE WORKERS	1	1		16,700 Y	32,932 Y	16	16			2,768	90	1,684	35	1 1 1113
PLAYGROUND SUPERVISORS			26	12.00 D	20.00 D									
SECRETARIES	13	13		11,995 Y	37,500 Y	16	16			2,768	90	1,684	35	1 1 1113
TEACHER AIDES	12	12		9,804 Y	16,224 Y	14	14			2,768	90	1,684	35	1 1 1113
OTHER ED SUPPORT STAFF	1	1			47,050 Y					3,076	100	4,813	100	1 11
TOTAL	54	54	27											
HARVEY SCHOOL DISTRICT 152														
ATTENDANCE OFFICERS	1	1		15,390 Y	18,428 Y	10		0		2,664	100	3,360		1 1 3
BOOKKEEPERS	1	1		20,000 Y	30,000 Y	16		31,928 Y	18	2,664	100	3,360		
CLERKS	1	1			18,000 Y			19,068 Y	2	2,664	100	3,360		
COOKS	2	2			12,718 Y			13,757 Y	4	2,664	100	3,360		1 5
OTHER FOOD SERVICE	24	2	27		5,147 Y			6,228 Y	19	2,664	100	3,360		1 5
CUSTODIANS	21	15	14		15,131 Y			34,238 Y	23	2,664	100	3,360		1 5

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
HARVEY SCHOOL DISTRICT 152	(CONT.)																
HEALTH AIDES	1	1		9,608	Y	12,461	Y	10					2,664	100	3,360		1 1 3
HEALTH ASSISTANTS	1	1	1	15,304	Y	18,285	Y	10					2,664	100	3,360		1 1 3
LIBRARY AIDES	7	7		9,115	Y	10,860	Y	10					2,664	100	3,360		1 1 3
MAINTENANCE WORKERS	4	4				18,364	Y		3	38,257	Y	11	2,664	100	3,360		1 5
SECRETARIES	16	16		12,548	Y	14,957	Y	10		19,787	Y	18	2,664	100	3,360		1 1 3
SECURITY	2	2				15,000	Y						2,664	100	3,360		
TEACHER AIDES	25	25		9,608	Y	13,525	Y	17					2,664	100	3,360		1 1 3
TEACHER ASSISTANTS			2			8,000	Y										
OTHER ED SUPPORT STAFF	9	9	20	16,088	Y	18,000	Y	10					2,664	100	3,360		1 1 3
TOTAL	115	87	64														
HOMEWOOD SCHOOL DISTRICT 153																	
ATTENDANCE OFFICERS	1	1				24,800	Y			25,550	Y	15	3,700	100	5,300		11
BOOKKEEPERS	1	1				23,200	Y			23,950	Y	15	3,700	100	5,300		11
BUS DRIVERS	3		3	9.94	H	10.15	H				0		3,700	100	5,300		13
OTHER TRANSPORTATION	3		7	6.00	H	7.48	H				0		3,700	100	5,300		13
CLERKS	1	1				17,700	Y			18,450	Y	15	3,700	100	5,300		11
COOKS	12	1	15	6.00	H	9.60	H				0		3,700	100	5,300		1
OTHER FOOD SERVICE	1	1				27,400	Y				0		3,700	100	5,300		11
CUSTODIANS	13	13		15,868	Y	24,564	Y	10	10	25,314	Y	15	3,700	100	5,300		11
HEALTH AIDES	1	1		23,205	Y	24,603	Y	10	7	25,353	Y	15	3,700	100	5,300		113
HEALTH ASSISTANTS	1	1	9	9,515	Y	11,288	Y	8	8		0		3,700	100	5,300		113
LIBRARY AIDES	11	11		9,515	Y	11,288	Y	8	8		0		3,700	100	5,300		113
MAINTENANCE WORKERS	2	2		21,544	Y	27,074	Y			27,824	Y	15	3,700	100	5,300		113
PLAYGROUND SUPERVISORS	1		16	6.00	H	7.34	H				0		3,700	100	5,300		113
SECRETARIES	9	6	3	13,583	Y	27,550	Y	10	4	28,300	Y	15	3,700	100	5,300		113
TEACHER AIDES	15	15		9,515	Y	11,288	Y	8	8		0		3,700	100	5,300		113
OTHER ED SUPPORT STAFF	2	2		45,500	Y	67,700	Y				0		3,700	100	5,300		11
TOTAL	77	58	53														
LANSING SCHOOL DISTRICT 158																	
BOOKKEEPERS	1	1				34,967	Y	17					2,539	100	5,974	100	11
CLERKS	4	4		13,462	Y	16,083	Y	22					2,539	100	5,974	100	11
OTHER FOOD SERVICE			1			4,528	Y	2									11
CUSTODIANS	9	9	1	27,288	Y	34,301	Y	21					2,539	100	5,974	100	11
HEALTH AIDES	2	2	1			10,685	Y	2					2,539	100	5,974	100	11
MAINTENANCE WORKERS	1	1				44,703	Y	12					2,539	100	5,974	100	11
PLAYGROUND SUPERVISORS			11			2,999	Y										
SECRETARIES	7	7	4	15,600	Y	29,579	Y	8					2,539	100	5,974	100	11
TEACHER AIDES	6	6				13,755	Y	21					2,539	100	5,974	100	11
OTHER ED SUPPORT STAFF	1	1				53,638	Y	2					2,539	100	5,974	100 2	11
TOTAL	31	31	18														

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JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

20 NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
MATTESON ELEM SCHOOL DIST 162																	
ATTENDANCE OFFICERS	1	1		10,000	Y	17,200	Y						2,519	98	2,378	93	31 11
BOOKKEEPERS	1	1		14,500	Y	20,800	Y						2,519	98	2,378	93	31 11
OTHER TRANSPORTATION			1			15.00	H										
CLERKS	1	1		9,370	Y	20,516	Y						2,519	98	2,378	93	31 11
OTHER FOOD SERVICE			1			7.75	H										
CUSTODIANS	13	13		14,600	Y	27,324	Y						2,519	98	2,378	93	31 11
HEALTH AIDES	3	3	3	5.50	H	11.98	H						2,519	98	2,378	93	31 11
LIBRARY AIDES	5	5		10,300	Y	17,400	Y						2,519	98	2,378	93	31 11
MAINTENANCE WORKERS	4	4		23,100	Y	35,631	Y						2,519	98	2,378	93	31 11
PLAYGROUND SUPERVISORS			18			7.50	H										
SECRETARIES	10	10		16,100	Y	28,359	Y						2,519	98	2,378	93	31 11
TEACHER AIDES	22	22		10,300	Y	20,500	Y						2,519	98	2,378	93	31 11
OTHER ED SUPPORT STAFF	5	5		16,800	Y	33,638	Y						2,519	98	2,378	93	31 11
TOTAL	65	65	21														
PARK FOREST SCHOOL DIST 163																	
BOOKKEEPERS	1	1		9.89	H	12.71	H	10					2,142	100	3,858	18	31 1 112
BUS DRIVERS	2	2		9.89	H	10.35	H	3					2,142	100	3,858	18	31 1 112
OTHER FOOD SERVICE	9		9	6.30	H	7.25	H										
CUSTODIANS	14	14		6.71	H	11.16	H	15	4				2,142	100	3,858	18	3 1 111
HEALTH AIDES	5	5		9.89	H	10.74	H	3	3				2,142	100			31 1 12
LIBRARY AIDES	5	5		9.89	H	10.48	H	3	3				2,142	100	3,858	6	31 1 12
MAINTENANCE WORKERS	4	4		11.23	H	16.15	H	5	5				2,142	100	3,858	4	31 1 11
SECRETARIES	13	12	1	9.89	H	10.35	H	3	3				2,142	100	3,858	6	31 1 112
TEACHER AIDES	26	26		9.63	H	10.87	H	3	3				2,142	100	3,858	3	31 1 112
OTHER ED SUPPORT STAFF	3	3		28,572	Y	50,626	Y	20					2,142	100	3,858	100	31 11
TOTAL	82	72	10														
FORD HEIGHTS SCHOOL DISTRICT 169																	
ATTENDANCE OFFICERS	3	3				14,460	Y			14,980	Y	25	2,448	100	4,050		111
BOOKKEEPERS	3	3				26,562	Y			27,082	Y	25	2,448	100	4,050		111
BUS DRIVERS			4			8.00	H										
CLERKS	6	6		14,250	Y	15,732	Y			16,232	Y	25	2,448	100	4,050		1111
COOKS	6	6		10,230	Y	15,263	Y			15,763	Y	25	2,448	100	4,050		11115
OTHER FOOD SERVICE	1	1				35,938	Y			36,438	Y	25	2,448	100	4,050		111
CUSTODIANS	14	14		16,673	Y	26,799	Y			27,299	Y	25	2,448	100	4,050		11115
LIBRARY AIDES	3	3		10,345	Y	12,310	Y	5		12,810	Y	25	2,448	100	4,050		11115
MAINTENANCE WORKERS	1	1				42,198	Y			42,690	Y	25	2,448	100	4,050		111
SECRETARIES	1	1				29,587	Y			30,087	Y	25	2,448	100	4,050		111
TEACHER AIDES	20	20		10,345	Y	12,310	Y	5		12,810	Y	25	2,448	100	4,050		1111
OTHER ED SUPPORT STAFF	1	1				29,673	Y			30,073	Y	25	2,448	100	4,050		111
TOTAL	59	59	4														

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JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
CHICAGO HEIGHTS SCHOOL DIST 170																	
ATTENDANCE OFFICERS	1	1				23,521	Y										
BOOKKEEPERS	2	2		24,041	Y	33,278	Y										
BUS DRIVERS	13	13		8.30	H	9.54	H										
OTHER TRANSPORTATION	1	1				20,000	Y										
CLERKS	2	2				13,132	Y										1 1 2
COOKS	38	38		5.35	H	8.20	H		5	8.50	H	25					5
OTHER FOOD SERVICE	2	2				44,169	Y										
CUSTODIANS	26	26		29,671	Y	32,855	Y	3	3								5
HEALTH AIDES	2	2				11,053	Y										
LIBRARY AIDES	8	7	1	8,623	Y	10,616	Y	4	4	12,873	Y	21					1 1 2
MAINTENANCE WORKERS	6	6		33,087	Y	35,190	Y	3	3	37,822	Y	17					1 5
SECRETARIES	19	19		12,130	Y	32,708	Y	11			O						1 1 2
SECURITY	2	2			U	2,634	Y										
TEACHER AIDES	40	40		8,623	Y	10,616	Y	4	4	13,870	Y	12					1 1 2
OTHER ED SUPPORT STAFF	1	1				10,471	Y										
TOTAL	161	160	1														
OAK PARK & RIVER FOREST DIST 200																	
BOOKKEEPERS	2	2		49,802	Y	63,187	Y						3,505	100	4,716	100	1 11
CLERKS	10	10		9.33	H	17.19	H	20	5				3,505	100	4,716	100	1 1 115
COOKS	4	4	2	6.46	H	10.13	H						3,505	100	4,716	100	1 11
OTHER FOOD SERVICE	9	9	17	6.00	H	9.25	H						3,505	100	4,716	100	1 11
CUSTODIANS	29	29				15.01	H						3,505	100	4,716	100	1 1 115
ENGINEERS	8	8		18.38	H	19.45	H						3,505	100	4,716	100	1 1 115
HEALTH ASSISTANTS	2	1	1	19,428	Y	32,564	Y						3,505	100	4,716	100	1 11
LIBRARY AIDES	4	4		9.33	H	15.59	H	20	2				3,505	100	4,716	100	1 1 115
MAINTENANCE WORKERS	7	7				16.74	H						3,505	100	4,716	100	1 1 115
SECRETARIES	38	38		9.33	H	16.37	H	20	3				3,505	100	4,716	100	1 1 115
SECURITY	10	10		16,478	Y	45,450	Y						3,505	100	4,716	100	1 11
TEACHER ASSISTANTS	20	20		9.33	H	15.59	H	20	2				3,505	100	4,716	100	1 1 115
OTHER ED SUPPORT STAFF	17	17		8.93	H	17.19	H						3,505	100	4,716	100	1 11
TOTAL	158	157	20														
J S MORTON H S DISTRICT 201																	
BOOKKEEPERS	2	2		19,360	Y	31,726	Y	51		32,926	Y	51	1,967	100	5,411	95	2 1 1 112
CLERKS	26	26		17,904	Y	36,298	Y	51		37,498	Y	51	1,967	100	5,411	95	2 1 1 112
COOKS	4	4		11.84	H	13.18	H						1,967	100	5,411	95	3 1 1
OTHER FOOD SERVICE	48	12	36	7.25	H	9.16	H						1,967	100	5,411	95	3 1 1
CUSTODIANS	33	33		25,025	Y	33,219	Y	20		34,094	Y	20	1,967	95	5,411	95	2 1 11115
ENGINEERS	1	1				58,520	Y				O		1,967	95	5,411	95	2 1 1111
HEALTH AIDES	4		4	15.53	H	15.85	H						1,967	100	5,411	95	1
MAINTENANCE WORKERS	28	28		27,248	Y	37,538	Y	20		38,411	Y	20	1,967	95	5,411	95	2 1 11115

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	J S MORTON H S DISTRICT 201	(CONT.)																
	SECRETARIES	37	37		17,904	Y	32,419	Y	51		33,619	Y	51	1,987	100	5,411	95	2 1 1 112
	SECURITY	35	35		8.55	H	13.46	H						1,987	100	5,411	95	2 1 1 113
	TEACHER AIDES	38	38		8.55	H	13.46	H						1,987	100	5,411	95	2 1 1 113
	OTHER ED SUPPORT STAFF	9	9											1,987	100	5,411	95	1 1 11
	TOTAL	281	221	40														
	EVANSTON TWP H S DIST 202																	
	OTHER FOOD SERVICE	23	2	21	9.12	H	11.02	H	1	1				4,060	100	10,622	81	3 1 15
	CUSTODIANS	34	34		14.48	H	17.97	H	1	1	18.70	H	30	4,060	100	10,622	81	3 1 115
	ENGINEERS	9	9		22.75	H	26.93	H	1	1	27.08	H	20	4,060	100	10,622	81	3 1 115
	LIBRARY AIDES	7	7		1,727	M	3,292	M	13	13	1,500	Y	25	4,060	100	10,622	81	3 1 13
	MAINTENANCE WORKERS	4	4		15.93	H	23.93	H	1	1	24.57	H	25	4,060	100	10,622	81	3 1 1 15
	SECRETARIES	39	35	4	1,680	M	2,988	M	10	10	1,500	Y	25	4,060	100	10,622	81	3 1 13
	SECURITY	27	23	4	2,129	M	2,760	M	11	11	975	Y	22	4,060	100	10,622	81	3 1 13
	TEACHER AIDES	36	33	3	1,727	M	3,292	M	10	10	1,500	Y	25	4,060	100	10,622	81	3 1 13
	OTHER ED SUPPORT STAFF	49	46	3	1,415	M	3,893	M	17	17	1,500	Y	25	4,060	100	10,622	81	3 1 13
	TOTAL	228	193	35														
	NEW TRIER TWP H S DIST 203																	
	BOOKKEEPERS	6	6		10.62	H	15.62	H	11	3	15.93	H	12	2,702	90	6,751	80	31 1 13
	CLERKS	19	19		8.58	H	13.58	H	11	3	13.83	H	12	2,702	90	6,751	80	31 1 13
	CUSTODIANS	41	41		10.58	H	17.26	H	15	2				2,702	90	6,751	80	31 13
	HEALTH ASSISTANTS	2	2		12.68	H	15.62	H	11	2	15.93	H	12	2,702	90	6,751	80	31 1 13
	LIBRARY AIDES	8	8		10.62	H	15.62	H	11	3	15.93	H	12	2,702	90	6,751	80	31 1 13
	MAINTENANCE WORKERS	12	12		14.89	H	23.98	H	7	6				2,702	90	6,751	80	31 13
	SECRETARIES	33	33		11.65	H	15.62	H	11	2	15.93	H	12	2,702	90	6,751	80	31 1 13
	SECURITY	22	17	5	9.59	H	12.53	H	11	1	12.78	H	12	2,702	90	6,751	80	31 1 13
	TEACHER AIDES	17	17		9.59	H	14.59	H	11	3	14.88	H	12	2,702	90	6,751	80	31 1 13
	OTHER ED SUPPORT STAFF	8	8		10.62	H	15.62	H	11	3	15.93	H	12	2,702	90	6,751	80	31 1 13
	TOTAL	188	183	5														
	LYONS TWP H S DIST 204																	
	BOOKKEEPERS	1	1		9.45	H	13.03	H		14				2,853	62	6,573	78	1 1
	CUSTODIANS	38	38		10.48	H	15.34	H	5	5				2,853	62	6,573	78	1 1 114
	HEALTH AIDES	2	2		7.80	H	11.94	H	15	15				2,853	99	6,573	66	1 1 13
	LIBRARY AIDES	2	2		7.80	H	11.94	H	15	15				2,853	99	6,573	66	1 1 13
	MAINTENANCE WORKERS	14	14		12.38	H	17.28	H	5	5				2,853	62	6,573	78	1 1 114
	SECRETARIES	57	57		8.53	H	15.49	H		14				2,853	62	6,573	78	1 1
	SECURITY	13	12	11	8.53	H	8.99	H		14				2,853	62	6,573	78	1 1
	TEACHER AIDES	47	47	2	7.80	H	11.94	H	15	15				2,853	99	6,573	66	1 1 13
	OTHER ED SUPPORT STAFF	33	33	1	8.53	H	17.54	H		14				2,853	62	6,573	78	1 1
	TOTAL	205	204	14														

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NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
THORNTON TWP H S DIST 205																	
MAINTENANCE WORKERS	16	16		13.60	H	15.15	H						2,390	100	4,083	100	3 1 113
SECRETARIES	86	86		305	W	700	W	20	3				2,390	100	4,083	100	3 1 111
TEACHER AIDES	55	54	1	15,650	Y	20,575	Y	10	3				2,390	100	4,083	100	3 1 1113
OTHER ED SUPPORT STAFF	13	13		27,825	Y	57,125	Y						2,390	100	4,083	100	3 11
TOTAL	170	169	1														
BLOOM TWP HIGH SCH DIST 208																	
ATTENDANCE OFFICERS	1	1				7.61	H	23	23	11.21	H	23	2,407	100	7,273	33	1113
BOOKKEEPERS	5	5		9.49	H	15.48	H	26	26				2,407	100	7,273	93	1113
COOKS	3	3				7.82	H						2,407	100	7,273	87	1115
OTHER FOOD SERVICE	30	25	5	7.24	H	16.23	H						2,407	100	7,273	87	1115
CUSTODIANS	41	41	2			29,481	Y						1,868	100	5,137	100	1115
ENGINEERS	2	2				32,263	Y										1115
HEALTH AIDES	1	1		27,439	Y	33,228	Y	21	20								3
LIBRARY AIDES	2	2		11,380	Y	22,360	Y	14	13				2,407	100	7,273	60	
SECRETARIES	27	27		7.61	H	13.70	H	26	26				2,407	100	7,273	33	3
SECURITY	23	4	19	8.25	H	12.00	H						2,407	100	7,273	33	
TEACHER AIDES	19	19		11,380	Y	22,360	Y	14	13				2,407	100	7,273	60	3
OTHER ED SUPPORT STAFF	11	9	2	6.00	H	53,000	Y										
TOTAL	165	139	28														
MAINE TOWNSHIP H S DIST 207																	
ARCHITECTS	1	1				92,050	Y						3,272	100	9,386	100	2 1 1111
BOOKKEEPERS	3	3		1,920	M	2,540	M			2,600	M		3,272	95	9,386	80	3 1111
CLERKS	28	28		1,700	M	2,760	M			2,820	M		3,272	95	9,386	80	3 1111
CUSTODIANS	110	110		1,889	M	3,281	M	9	9				3,272	95	9,386	80	3 1111
SECRETARIES	83	83		1,920	M	3,740	M			3,800	M	20	3,272	95	9,386	80	3 1111
SECURITY	6	6		1,733	M	2,934	M			2,993	M	20	3,272	95	9,386	80	3 1111
TEACHER AIDES	31	31		13,870	Y	20,720	Y	8	8	50	M	20	3,272	95	9,386	80	3 11113
OTHER ED SUPPORT STAFF	62	62		1,700	M	2,760	M			2,320	M	20	3,272	95	9,386	80	3 1111
TOTAL	324	324															
PROVISO TWP H S DIST 209																	
ATTENDANCE OFFICERS	2	2								31,292	Y		2,525	100	4,295	100	
BUS DRIVERS	1	1				27,351	Y	1		36,468	Y	5	2,525	100	4,295	100	1 5
CUSTODIANS	54	54		25,544	Y	27,351	Y	1		36,468	Y	5	2,525	100	4,295	100	1 5
HEALTH AIDES	2	2								23,179	Y		2,525	100	4,295	100	
HEALTH ASSISTANTS	2		2			9.69	H	1	4	11.51	H	4	2,525	100	4,295	100	5
LIBRARY AIDES	3	3		15,998	Y	25,993	Y	1	4	29,803	Y	11	2,525	100	4,295	100	5
MAINTENANCE WORKERS	14	14				29,933	Y	1		40,251	Y	5	2,525	100	4,295	100	1 5
SECRETARIES	55	55		15,998	Y	25,993	Y	1	4	29,803	Y	11	2,525	100	4,295	100	5
SECURITY	44	33	11			9.69	H	1	4	11.51	H	4	2,525	100	4,295	100	5

* SALARIES INCLUDE RETIREMENT CONTRIBUTION.
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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	PROVISO TWP H S DIST 209	(CONT.)																
	TEACHER AIDES	13	13				9.89	H	1	4	11.51	H	4	2,525	100	4,295	100	5
	OTHER ED SUPPORT STAFF	8	8				28,588	Y			59,912	Y		2,525	100	4,295	100	
	TOTAL	196	183	13														
	TOWNSHIP H S DIST 211																	
	ATTENDANCE OFFICERS	12	12		9.20	H	12.90	H						2,417	100	6,118		31 1 11
	BOOKKEEPERS	15	15		21,600	Y	45,264	Y						2,417	100	6,118	93	31 1 11
	BUS DRIVERS	111	38	73	11.00	H	14.50	H	5					2,417	100	6,118		31 11
	CLERKS	78	78	1	8.14	H	15.03	H						2,417	100	6,118		31 1 11
	COOKS	5	5		9.55	H	14.25	H						2,417	100	6,118		31 1 11
	OTHER FOOD SERVICE	87	27	60	7.25	H	13.10	H						2,417	100	6,118		31 1 11
	CUSTODIANS	88	85	3	10.94	H	16.74	H	4	2				2,417	100	6,118	93	31 11
	HEALTH AIDES	5	5		10.42	H	15.03	H						2,417	100	6,118		31 1 11
	LIBRARY AIDES	27	24	3	8.14	H	15.03	H						2,417	100	6,118		31 1 11
	MAINTENANCE WORKERS	68	68		13.64	H	24.31	H	4	6				2,417	100	6,118	93	31 11
	MECHANICS	11	11		25,716	Y	52,752	Y						2,417	100	6,118	93	31 1 11
	SECRETARIES	55	55		21,600	Y	45,264	Y						2,417	100	6,118	93	31 1 11
	TEACHER ASSISTANTS	81	79	2	10.41	H	16.07	H	17					2,417	100	6,118		31 1 112
	OTHER ED SUPPORT STAFF	114	81	33	19,104	Y	71,352	Y						2,417	100	6,118	93	31 1 11
	TOTAL	755	580	175														
	LEYDEN COMM H S DIST 212																	
	ATTENDANCE OFFICERS	4	2	2	9.70	H	13.80	H	10	11				2,745	100	4,056	100	11112
	BOOKKEEPERS	2	2		13.19	H	20.78	H	12	14				2,745	100	4,056	100	1111
	BUS DRIVERS	25		25	11.60	H	15.66	H										111
	OTHER TRANSPORTATION	5	4	1	9.15	H	18.22	H	3	3				2,745	100	4,056	100	11115
	CLERKS	12	2	10	9.70	H	17.75	H	12	13				2,745	100	4,056	100	11112
	COOKS	3	3		8.37	H	9.59	H	3	3				2,745	100	4,056	100	11112
	OTHER FOOD SERVICE	23	1	22	7.65	H	9.22	H	3	3				2,745	100	4,056	100	11112
	CUSTODIANS	25	25		13.51	H	16.64	H						2,745	100	4,056	100	11115
	ENGINEERS	5	5											2,704	100	4,056	100	1111
	HEALTH AIDES	2	2		28,454	Y	42,719	Y						2,745	100	4,056	100	1111
	MAINTENANCE WORKERS	19	19		16.28	H	19.68	H	3	3				2,745	100	4,056	100	11115
	MECHANICS	1	1		17.55	H	19.68	H	3	3				2,745	100	4,056	100	11115
	SECRETARIES	20	17	3	11.08	H	22.48	H	13	14				2,745	100	4,056	100	11116
	SECURITY	12	12		11.08	H	16.64	H	10	11				2,745	100	4,056	100	11112
	TEACHER AIDES	11	11		11.08	H	15.80	H	10	11				2,745	100	4,056	100	11112
	OTHER ED SUPPORT STAFF	34	18	22	9.75	H	24.38	H	13	14				2,745	100	4,056	100	11112
	TOTAL	203	124	85														
	TOWNSHIP HIGH SCHOOL DIST 214																	
	ATTENDANCE OFFICERS	18	18		11.43	H	16.27	H	9	1				3,038	100	3,098	92	3 1 1113

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY ** D	MAX SALARY ** D	YR	PG	HIGH. LONG. ** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
TOWNSHIP HIGH SCHOOL DIST 214	(CONT.)													
BOOKKEEPERS	1	1		12.37 H	17.60 H	9	1			3,038	100	3,096	92	3 1 1113
CLERKS	28	24	4	9.77 H	15.64 H	9	4			3,038	100	3,096	92	3 1 1113
COOKS	7	6	1	8.80 H	12.54 H		1			3,038	100	3,096	92	3 1 1 11
OTHER FOOD SERVICE	50	1	49	8.00 H	12.54 H		4							3 1 11
CUSTODIANS	79	79		13.14 H	17.45 H	5	2			3,038	100	3,096	87	3 1 1113
ENGINEERS	10	10		20.71 H	23.59 H	1	2			3,038	100	3,096	87	3 1 1113
LIBRARY AIDES	14	11	3	11.43 H	16.27 H	9	1			3,038	100	3,096	92	3 1 1113
MAINTENANCE WORKERS	43	43		16.72 H	23.79 H	1	4			3,038	100	3,096	87	1 1113
MECHANICS	1	1		21.49 H	23.59 H	1	1			3,038	100	3,096	87	3 1 1113
SECRETARIES	91	91		10.99 H	18.30 H	9	5			3,038	100	3,096	92	3 1 1113
SECURITY	66	53	13	11.43 H	16.27 H	9	1			3,038	100	3,096	92	3 1 1113
TEACHER AIDES	44	43	1	10.99 H	16.27 H	9	2			3,038	100	3,096	92	3 1 1113
TEACHER ASSISTANTS	108	91	15	11.43 H	16.92 H	9	2			3,038	100	3,096	92	3 1 1113
OTHER ED SUPPORT STAFF	39	38	1	11.43 H	18.30 H	9	4			3,038	100	3,096	92	3 1 1113
TOTAL	597	510	87											
THORNTON FRACTIONAL T H S D 215														
ATTENDANCE OFFICERS	2	2		12.00 H	13.20 H	3				2,349	100	6,228	100	31 11
CLERKS	7	7	1	9.00 H	12.51 H	25		16.20 H	26	2,349	100	6,228	100	31 111
COOKS	2	2		9.50 H	15.12 H	6				2,349	100	6,228	100	31 11
OTHER FOOD SERVICE	1	1	26	5.50 H	10.00 H	14				2,349	100	6,228	100	31 11
CUSTODIANS	7	7	7	6.30 H	11.50 H	1				2,349	100	6,228	100	31 11
MAINTENANCE WORKERS	8	8		11.00 H	16.80 H	11				2,349	100	6,228	100	3 11
SECRETARIES	17	17		9.00 H	13.32 H	20				2,349	100	6,228	100	3 111
TEACHER AIDES	7	7		.62 D	.71 D	4				2,349	100	6,228	100	3 11
TOTAL	51	51	34											
COMMUNITY HIGH SCHOOL DIST 218														
BOOKKEEPERS	3	3		22,194 Y	26,686 Y	12	5	27,136 Y	20	2,652	100	4,824		3 113
CUSTODIANS	53	53			11.73 H	1	3	13.83 H	3	2,652	100	4,824	75	3 113
ENGINEERS	3	3		37,765 Y	42,264 Y					2,652	100	4,824	75	3 11
MAINTENANCE WORKERS	8	8		12.13 H	14.32 H	1	3		O	2,652	100	4,824	75	3 113
SECRETARIES	55	54	1	16,216 Y	28,330 Y	12	5	28,780 Y	20	2,652	100	4,824		3 113
SECURITY	11	11		14,994 Y	38,382 Y					2,652	100	4,824		3 113
TEACHER ASSISTANTS	30	28	2	10,481 Y	13,705 Y	10	4	14,610 Y	16	2,652	100	4,824		3 113
OTHER ED SUPPORT STAFF	34	34												
TOTAL	197	194	3											
NILES TWP COMM HIGH SCH DIST 219														
BOOKKEEPERS	2	2		14.75 H	18.23 H	11				2,978	100	7,495	85	112
CLERKS	52	52		9.83 H	15.28 H	11	4			2,978	100	7,495	85	112
CUSTODIANS	21	21		13.35 H	19.40 H	4	2			2,978	100	7,495	85	112

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY ** D	MAX SALARY ** D	YR	PG	HIGH. LONG. ** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
NILES TWP COMM HIGH SCH DIST 219	(CONT.)													
MAINTENANCE WORKERS	18	18		13.35 H	23.98 H	4	3			2,978	100	7,495	85	112
MECHANICS	1	1		21.70 H	23.98 H	4				2,978	100	7,495		112
SECRETARIES	47	47		13.29 H	24.32 H	11	5			2,978	100	7,495	85	112
SECURITY	6	6		16.90 H	23.04 H	4	3			2,978	100	7,495	85	112
TEACHER AIDES	5	5		11.50 H	15.28 H	11	2			2,978	100	7,495	85	112
OTHER ED SUPPORT STAFF	3	3		16.90 H	21.19 H	4	2			2,978	100	7,495	85	112
TOTAL	155	155												
REAVIS TWP H S DIST 220														
BOOKKEEPERS	1	1			34,000 Y					3,439	100			1
BUS DRIVERS	11	11		9.15 H	16.54 H	3	3							14
CLERKS	16	14	2	24,516 Y	27,695 Y	10	4			3,439	100	3,636	100	12
CUSTODIANS	12	8	4	9.15 H	16.54 H	3	3							14
MAINTENANCE WORKERS	6	6		9.65 H	17.04 H	3	3							14
SECRETARIES	3	3		30,100 Y	42,200 Y	10	4			3,439	100	3,636	100	1
SECURITY	9		9	8.00 H	8.50 H									1
OTHER ED SUPPORT STAFF	3	3		19,988 Y	72,200 Y					3,439	100	3,636	100	1
TOTAL	61	46	15											
NORTHFIELD TWP HIGH SCH DIST 225														
BOOKKEEPERS	1	1			35,538 Y					2,970	100	6,951	83	1 11
CLERKS	12	12		18,609 Y	39,227 Y	19	5			2,970	100	6,951	83	1 111
COOKS	2	2			12.15 H					2,970	100	6,951	83	1 11
OTHER FOOD SERVICE	15	7	8	9.45 H	11.35 H	17	1			2,970	100	6,951	83	1 11
CUSTODIANS	60	59	1	23,497 Y	56,854 Y	10	5			2,970	100	6,951	83	1 11
HEALTH AIDES	1		1	9.55 H	14.14 H	12	1							1
HEALTH ASSISTANTS	1	1		9.55 H	14.14 H	12	1			2,970	100	6,951	83	1 111
LIBRARY AIDES	2	2		9.55 H	14.14 H	12	1			2,970	100	6,951	83	1 111
MAINTENANCE WORKERS	8	8		35,624 Y	45,922 Y	3	2			2,970	100	6,951	83	1 11
SECRETARIES	60	59	1	24,254 Y	51,793 Y	19	5			2,970	100	6,951	83	1 111
SECURITY	2	2		18,020 Y	38,850 Y	18	1			2,970	100	6,951	83	1 11
TEACHER AIDES	5	4	1	9.55 H	14.14 H	12	1			2,970	100	6,951	83	1 111
TEACHER ASSISTANTS	37	34	3	9.55 H	14.14 H	12	1	19.82 H	19	2,970	100	6,951	83	1 111
OTHER ED SUPPORT STAFF	17	17		28,000 Y	55,904 Y		8			2,970	100	6,951	83	1 11
TOTAL	223	208	15											
RICH TWP H S DISTRICT 227														
ATTENDANCE OFFICERS	3	3		8.44 H	10.05 H	8	1	10.35 H	10	2,139	70	4,023		3 1 113
BOOKKEEPERS	3	3		8.99 H	10.80 H	8	1	10.90 H	10	2,139	83	4,023		3 1 113
CLERKS	10	10		8.44 H	10.05 H	8	1	10.35 H	10	2,139	70	4,023		3 1 113
COOKS	10	8	2	7.02 H	8.58 H	8	3	8.86 H	10	2,139	70	4,023		3 1 113
OTHER FOOD SERVICE	33	13	20	6.72 H	8.26 H	8	2	8.58 H	10	2,139	70	4,023		3 1 113

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
RICH TWP H S DISTRICT 227	(CONT.)																
CUSTODIANS	24	23	1	10.50	H	13.75	H	8	1	14.05	H	10	2,129	83	4,023		3 1 113
LIBRARY AIDES	8	8		8.44	H	10.05	H	8	1	10.35	H	10	2,139	70	4,023		3 1 113
MAINTENANCE WORKERS	9	9		10.80	H	14.05	H	8	1	14.35	H	10	2,139	83	4,023	79	3 1 113
MECHANICS	1	1		11.58	H	13.33	H	8	1	13.68	H	10	2,139	83	4,023	79	3 1 113
SECRETARIES	19	17	2	8.44	H	13.60	H	8	5	13.90	H	10	2,139	83	4,023	79	3 1 113
SECURITY	8	8		7.72	H	8.77	H	8	1	9.07	H	10	2,139	70	4,023		3 1 113
TEACHER AIDES	43	43		9.60	H	11.00	H	8	1	11.30	H	10	2,139	70	4,023		3 1 113
OTHER ED SUPPORT STAFF	18	18		17,000	Y	53,750	Y						2,168	89	4,023	89	3 1 11
TOTAL	185	160	25														
BREMEN COMM H S DISTRICT 228																	
BOOKKEEPERS	2	2		28,589	Y	37,137	Y	15	1	38,137	Y	25	2,800	95	8,577	95	11
CLERKS	2	2		17,990	Y	23,581	Y	15	1	24,581	Y	25	2,800	95	8,577	95	11
OTHER FOOD SERVICE	16		16	11.16	H	14.94	H	4	1								1
CUSTODIANS	34	34		23,221	Y	31,071	Y	4	2	32,071	Y	25	2,800	95	8,577	95	11
ENGINEERS	8	8		33,609	Y	46,149	Y	8	2	47,149	Y	25	2,800	95	8,577	95	11
LIBRARY AIDES	4	4		17,990	Y	23,581	Y	15	1	24,581	Y	25	2,800	95	8,577	95	11
MAINTENANCE WORKERS	9	9		25,687	Y	33,539	Y	4	1	34,539	Y	25	2,800	95	8,577	95	11
SECRETARIES	30	30		21,843	Y	28,904	Y	15	1	29,904	Y	25	2,800	95	8,577	95	11
OTHER ED SUPPORT STAFF	17	17		12,844	Y	42,179	Y	8	1	43,179	Y	25	2,800	95	8,577	95	11
TOTAL	122	106	16														
OAK LAWN COMM H S DIST 229																	
BOOKKEEPERS	2	2		7.00	H	17.25	H						2,419	100	9,732	80	11
CUSTODIANS	14	11	3	8.00	H	15.11	H			15.55	H		2,419	100	9,732	80	11
ENGINEERS	1	1				68,810	Y				O		2,419	100	9,732	80	11
HEALTH AIDES	2		2	6.50	H	13.00	H										11
LIBRARY AIDES	3		3	6.50	H	10.10	H										11
MAINTENANCE WORKERS	11	11		10.00	H	18.05	H						2,419	100	9,732	80	11
SECRETARIES	18	15	1	7.00	H	17.25	H						2,419	100	9,732	80	11
SECURITY	8		8	6.50	H	10.10	H										11
TEACHER AIDES	10		10	7.00	H	12.35	H						2,419	100	9,732	80	11
OTHER ED SUPPORT STAFF	6	6		7.00	H	61,770	Y						2,419	100	9,732	80	11
TOTAL	73	48	27														
CONS HIGH SCHOOL DISTRICT 230																	
BOOKKEEPERS	1	1		9.84	H	14.89	H	12	1	10.00	Y	17	3,406	84	8,421	89	1 1113
OTHER TRANSPORTATION	1	1		9.28	H	13.71	H	12	1	10.00	Y	17	3,406	84	8,421	89	1 1113
CLERKS	15	14	1	8.35	H	13.71	H	12	4	10.00	Y	17	3,406	84	8,421	89	1 1113
COOKS	3	3		8.38	H	11.07	H	8	1				3,406	87	8,421	87	1 115
OTHER FOOD SERVICE	44	16	28	7.57	H	10.31	H	8	2				3,406	87	8,421	87	1 115
CUSTODIANS	53	52	1	9.98	H	15.22	H	7	1				3,406	84	8,421	84	1 1113

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JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CITY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	CONS HIGH SCHOOL DISTRICT 230	(CONT.)																
	MAINTENANCE WORKERS	27	27		10.31	H	19.30	H	7	3				3,408	84	8,421	84	1 1113
	SECRETARIES	54	47	7	8.35	H	16.99	H	12	6	10.00	Y	17	3,408	84	8,421	84	1 1113
	SECURITY	2		2			7.06	H										3
	TEACHER AIDES	30	28	2	8.35	H	13.71	H	12	4	10.00	Y	17	3,408	84	8,421	69	1 1113
	OTHER ED SUPPORT STAFF	49	39	10	8.91	H	34.88	H	12	4	10.00	Y	17	3,408	84	8,421	69	1 1113
	TOTAL	279	228	51														
	HOMEWOOD FLOSSMOOR C H S D 233																	
	BOOKKEEPERS	3	3		8.50	H	17.00	H					18	980	100	2,400	25	31 111
	CLERKS	11	11		8.50	H	14.00	H					22	980	100	2,400	25	31 111
	HEALTH ASSISTANTS	1	1				13.00	H						980	100	2,400	12	31 111
	LIBRARY AIDES	1	1		8.50	H	12.00	H						980	100	2,400	25	31 111
	MAINTENANCE WORKERS	14	14		15.80	H	19.88	H						980	100	2,400	50	3 111
	SECRETARIES	21	21		7.50	H	17.00	H						980	100	2,400	25	31 111
	SECURITY	5	5		9.00	H	15.00	H						980	100	2,400	12	31 111
	TEACHER AIDES	12	12		8.00	H	18.00	H						980	100	2,400	12	31 111
	OTHER ED SUPPORT STAFF	10	9	1	8.50	H	16.50	H						980	100	2,400	25	31 111
	TOTAL	78	77	1														
	CITY OF CHICAGO SCHOOL DIST 299																	
	ARCHITECTS		1		38,313	Y	53,939	Y	6	1				2,090	94	5,054	92	3 111
	ATTORNEYS		23		38,145	Y	90,018	Y	7	14				2,090	94	5,054	92	3 111
	BOOKKEEPERS		21		22,202	Y	33,120	Y	3	5	42,228	Y	20	2,090	94	5,054	92	3 1 111
	OTHER TRANSPORTATION		67				3,432	M				O		2,090	94	5,054	92	3 1 1114
	CLERKS		1049		17,702	Y	22,554	Y	3	3	27,710	Y	20	2,090	94	5,054	92	3 1 1112
	COOKS		405		7.94	H	9.87	H						2,090	94	5,054	92	3 1 1116
	OTHER FOOD SERVICE		334		17,985	Y	28,972	Y						2,090	94	5,054	92	3 1 1116
	CUSTODIANS		1829		20,808	Y	23,156	Y						2,090	94	5,054	92	3 1 1115
	ENGINEERS		720		42,427	Y	60,397	Y						2,090	94	5,054	92	3 1 1116
	HEALTH AIDES		22		15,291	Y	16,902	Y	3	1	20,347	Y	20	2,090	94	5,054	92	3 1 1115
	LIBRARY AIDES		37		19,501	Y	21,493	Y	3	1	26,351	Y	20	2,090	94	5,054	92	3 1 1112
	SECRETARIES		55		23,280	Y	38,508	Y	3	5	46,545	Y	20	2,090	94	5,054	92	3 111
	SECURITY		589		14,598	Y	16,013	Y	3	1	19,430	Y	20	2,090	94	5,054	92	1 1115
	TEACHER ASSISTANTS		1813		14,686	Y	16,192	Y	3	1	19,852	Y	20	2,090	94	5,054	92	3 1 1112
	TOTAL		6965															
	ELMWOOD PARK C U SCH DIST 401																	
	ATTENDANCE OFFICERS	1		1			7.31	H						2,990	90	9,504	60	111
	BOOKKEEPERS	3	3				12.10	H						2,990	90	9,504	60	111
	CLERKS	8	4	4			7.31	H						2,990	90	9,504	60	111
	CUSTODIANS	16	13	3	13.25	H	14.53	H						2,990	90	9,504	65	1113
	HEALTH AIDES	2	2				18,000	Y						2,990	90	9,504	60	111

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	ELMWOOD PARK C U SCH DIST 401	(CONT.)																
	LIBRARY AIDES	4	2	2			7.88	H						2,990	90	9,504	60	111
	MAINTENANCE WORKERS	8	8		13.95	H	15.23	H						2,990	90	9,504	65	3
	SECRETARIES	9	8	1			12.04	H						2,990	90	9,504	60	111
	TEACHER AIDES	19	18	1										2,990	90	9,504	60	111
	OTHER ED SUPPORT STAFF	3	3				19,350	Y						2,990	90	9,504	60	111
	TOTAL	73	61	12														
	PROVISO AREA EXCEPTIONAL CHILD																	
	BOOKKEEPERS	5	5		18,654	Y	31,142	Y	18		32,342	Y	19	2,522	100	4,441	85	111
	OTHER TRANSPORTATION	1		1			9.50	H										111
	COOKS	2	2		11.58	H	12.28	H						2,552	100	4,441	85	111
	CUSTODIANS	4	4		28,548	Y	36,735	Y						2,522	100	4,441	85	111
	HEALTH AIDES	2	1	1			12.28	H						2,522	100	4,441	85	111
	SECRETARIES	8	8		15,719	Y	28,210	Y	18		29,410	Y	19	2,522	100	4,441	85	111
	TEACHER AIDES	60	60				11,828	Y			13,028	Y	11	2,522	100	4,441		1 1 1112
	OTHER ED SUPPORT STAFF	6	6		28,388	Y	48,458	Y	17		2,500	Y	26	2,522	100	4,441	85	1 111
	TOTAL	88	88	2														
	NW SUBURBAN SPEC EDUC ORG																	
	BOOKKEEPERS	4	3	1	10.02	H	26.17	H	24					3,403	100	3,524		111
	OTHER TRANSPORTATION	1	1		12.23	H	16.24	H	12					3,403	100	3,524		111
	CLERKS	8	6	2	9.47	H	18.77	H	16					3,403	100	3,524		111
	COOKS	1	1		7.46	H	16.86	H	20					3,403	100	3,524		111
	OTHER FOOD SERVICE	2	1	1	7.46	H	14.25	H	10					3,403	100	3,524		111
	CUSTODIANS	11	7	4	9.72	H	22.03	H	14					3,403	100	3,524		111
	HEALTH AIDES	1	1		7.46	H	8.36	H	3					3,403	100	3,524		1113
	LIBRARY AIDES	1	1		7.46	H	13.79	H	4					3,403	100	3,524		1113
	MAINTENANCE WORKERS	3	3		13.89	H	22.03	H	14					3,403	100	3,524		111
	SECRETARIES	20	19	1	9.90	H	20.92	H	15					3,403	100	3,524		111
	TEACHER AIDES	138	134	4	7.46	H	17.23	H	22					3,403	100	3,524		1113
	TEACHER ASSISTANTS	48	45	3	11.71	H	23.34	H	25					3,403	100	3,524		1113
	TOTAL	238	222	16														
019	SYCAMORE C U SCHOOL DIST 427																	
	ATTENDANCE OFFICERS	1	1				9.32	H	17					2,799	100	3,525	25 3	1 1
	BOOKKEEPERS	2	2		11.95	H	12.90	H	18					2,799	100	3,525	25 3	1 1
	BUS DRIVERS	24	24	10	15.00	H	16.00	H										
	OTHER TRANSPORTATION	1	1				42,131	Y	24					2,799	100	3,525	25 3	1 1
	OTHER FOOD SERVICE			7	6.00	H	10.26	H	15								3	1 1
	CUSTODIANS	17	14	3	6.00	H	12.06	H	24					2,799	100	3,525	25 3	1 1
	HEALTH AIDES	3		3	5.82	H	6.49	H	5								3	1 1
	LIBRARY AIDES	5	5		6.30	H	9.96	H	17					2,799	100	3,525	25 3	1 1

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

30 NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	SYCAMORE C U SCHOOL DIST 427	(CONT.)																
	MAINTENANCE WORKERS	2	2		10.28	H	12.97	H	21					2,799	100	3,525	25	3 1 1
	MECHANICS	3	3		40,628	Y	45,000	Y						2,799	100	3,525	25	3 1 1
	SECRETARIES	19	19		6.85	H	15.41	H	27					2,799	100	3,525	25	3 1 1
	SECURITY	1	1				6.75	H	1					2,799	100	3,525	25	3 1 1
	TEACHER AIDES	39	33	6	5.00	H	9.44	H	16					2,799	100	3,525	25	3 1 1
	TEACHER ASSISTANTS	1		1			6.50	H	1									3 1 1
	OTHER ED SUPPORT STAFF	4	4		19,416	Y	51,748	Y	23					2,799	100	3,525	25	3 1 1
	TOTAL	122	109	30														
	DEKALB COMM UNIT SCH DIST 428																	
	ATTENDANCE OFFICERS	1	1		7.10	H	8.70	H	5	5	10.00	Y	25	3,100	100	4,045	34	1 1112
	BOOKKEEPERS	3	3		9.20	H	11.40	H	5	5	10.00	Y	25	3,100	100	4,045	34	1 1112
	COOKS	12	12		6.79	H	9.08	H	5	5				3,100	100	4,045	100	1 1114
	OTHER FOOD SERVICE	17		17			6.48	H										
	CUSTODIANS	30	22	8	7.80	H	12.81	H	5	5				3,100	100	4,045	100	1 1114
	HEALTH AIDES	8	7	1	6.35	H	10.42	H	17	17				3,100	100	4,045		1 1112
	LIBRARY AIDES	8	7	1	6.61	H	10.87	H	17	17				3,100	100	4,045		1 1112
	MAINTENANCE WORKERS	6	6		9.79	H	14.51	H	5	2				3,100	100	4,045	100	1 1114
	PLAYGROUND SUPERVISORS	9		9			5.75	H										
	SECRETARIES	25	22	3	6.60	H	9.10	H	5	5	10.00	Y	25	3,100	100	4,045	34	1 1112
	SECURITY	2	1	1	6.61	H	10.87	H	17	17				3,100	100	4,045		1 1112
	TEACHER AIDES	51	41	10	6.61	H	10.87	H	17	17				3,100	100	4,045		1 1112
	OTHER ED SUPPORT STAFF	14	9	5	6.35	H	14.53	H			10.00	Y	25	3,100	100	4,045	100	11
	TOTAL	188	131	55														
020	CLINTON C U SCHOOL DIST 15																	
	BOOKKEEPERS	1	1				14.01	H						2,492	100	2,855	3	1
	BUS DRIVERS	8	22				56.00	D						2,492	100	2,855	3	1
	OTHER TRANSPORTATION	1	4		31.00	D	15.28	H						2,492	100	2,855	3	1
	CLERKS	6	6	1	5.50	H	10.45	H						2,492	100	2,855	3	1
	COOKS	18	18	8	5.86	H	12.07	H						2,492	100	2,855	3	1
	OTHER FOOD SERVICE	1	1				16.74	H						2,492	100	2,855	3	1
	CUSTODIANS	21	19	2	8.44	H	12.25	H						2,492	100	2,855	3	1
	LIBRARY AIDES	8	8		6.12	H	10.22	H						2,492	100	2,855	3	1
	MAINTENANCE WORKERS	3	3		13.02	H	15.45	H						2,492	100	2,855	3	1
	MECHANICS	1	1				19.37	H						2,492	100	2,855	3	1
	SECRETARIES	15	15		6.74	H	14.19	H						2,492	100	2,855	3	1
	TEACHER AIDES	37	28	9	6.00	H	12.34	H						2,492	100	2,855	3	1
	OTHER ED SUPPORT STAFF			13	7.32	D	20.12	D										
	TOTAL	120	126	33														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
022 BENSENVILLE SCHOOL DISTRICT 2																	
BOOKKEEPERS	3	3		12.41	H	15.41	H						2,729	35	3,198	25	3 11
BUS DRIVERS	14	14	6	11.81	H	13.17	H										3 11
OTHER TRANSPORTATION	1	1				18.51	H										3 11
CLERKS	8	8		8.45	H	7.88	H						2,729	35	3,198	25	3 113
COOKS	9	1	8	8.08	H	11.08	H						2,729	35	3,198	25	3 11
OTHER FOOD SERVICE			1			5.75	H										
CUSTODIANS	14	13	1	7.90	H	10.28	H						2,729	35	3,198	25	3 113
HEALTH AIDES	4	4		14.00	H	17.91	H						2,729	35	3,198	25	3 11
HEALTH ASSISTANTS	1	1				8.43	H						2,729	35	3,198	25	3 11
LIBRARY AIDES	6	5	1	7.32	H	11.08	H						2,729	35	3,198	25	3 113
MAINTENANCE WORKERS	3	3		13.15	H	16.44	H						2,729	35	3,198	25	3 113
MECHANICS	2	2		11.32	H	17.83	H						2,729	35	3,198	25	3 11
PLAYGROUND SUPERVISORS			14	5.30	H	6.26	H										
SECRETARIES	9	9		8.91	H	17.71	H						2,729	35	3,198	25	3 11
TEACHER AIDES	17	17		6.45	H	11.69	H						2,729	35	3,198	25	3 113
TEACHER ASSISTANTS	3		3			8.00	H										3 11
OTHER ED SUPPORT STAFF	3	2	1	8.18	H	13.60	H										3 11
TOTAL	95	81	35														
ADDISON SCHOOL DIST 4																	
BOOKKEEPERS	2	2		17,700	Y	31,139	Y	8	8	35,121	Y	15	3,935	100	10,416	44	11
OTHER TRANSPORTATION			12			7.04	H	1	1								
CLERKS	5	4	1	15,954	Y	18,685	Y	5	5				3,935	100	10,416	44	1
OTHER FOOD SERVICE			42	9.57	D	14.94	D	3	3								
ENGINEERS	2	2		44,490	Y	57,580	Y	4	4				3,935	100	10,416	100	11
HEALTH AIDES	8	8		7.28	H	7.85	H	2	2								1
LIBRARY AIDES	1	1	8			7.78	H	1	1								1
MAINTENANCE WORKERS	6	6		22,506	Y	30,471	Y	8	8				3,935	100	10,416	44	11
SECRETARIES	14	14		19,400	Y	31,140	Y	8	11	39,280	Y	11	3,935	100	10,416	44	1
TEACHER AIDES	25	25		8.68	H	9.87	H	4	4				3,935	88	10,416	25	
OTHER ED SUPPORT STAFF	6	6		8.48	H	9.33	H	4	4				3,935		10,416		
TOTAL	69	68	61														
BLOOMINGDALE SCHOOL DISTRICT 13																	
BOOKKEEPERS	2	2		19,200	Y	38,000	Y						2,970	100	4,283	25	1 1
OTHER FOOD SERVICE			4			8.85	H										
CUSTODIANS	10	8	2	7.55	H	18.75	H	15					2,970	100	4,283	25	1 1
LIBRARY AIDES	3	3		11,000	Y	16,500	Y	15					2,970	100	4,283	25	1 1
MAINTENANCE WORKERS	1	1				60,000	Y	15					2,970	100	4,283	25	1 1
SECRETARIES	9	9		13,000	Y	39,300	Y	22					2,970	100	4,283	25	1 1
TEACHER AIDES	41	33	8	8.85	H	11.85	H	15					2,970	100	4,283	25	1 1
OTHER ED SUPPORT STAFF	1	1				44,585	Y	11					2,970	100	4,283	100	1 1
TOTAL	87	57	14														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	MARQUARDT SCHOOL DISTRICT 15																	
	BOOKKEEPERS	1	1				16.66	H	10					2,100	100	3,050	100	1 11
	CLERKS	1	1				11.91	H	7					2,100	100	3,050	100	1 11
	COOKS	4	1	3	9.06	H	14.69	H	20					2,100	100	3,050	100	1 11
	OTHER FOOD SERVICE			10			9.61	H	1									
	CUSTODIANS	11	8	3	7.83	H	18.12	H	25					2,100	100	3,050	100	1 11
	HEALTH AIDES	1		1			10.02	H	9					2,100	100	3,050	100	1 11
	HEALTH ASSISTANTS	1		1			18.24	H	15					2,100	100	3,050	100	1 11
	LIBRARY AIDES	4	4		11.39	H	13.43	H	24					2,100	100	3,050	100	1 11
	MAINTENANCE WORKERS	3	3		16.81	H	24.95	H	4					2,100	100	3,050	100	1 11
	PLAYGROUND SUPERVISORS			7			9.61	H	1									
	SECRETARIES	13	8	5	8.32	H	20.78	H	17					2,100	100	3,050	100	1 11
	TEACHER AIDES	38		38	7.87	H	11.02	H	12									1 11
	OTHER ED SUPPORT STAFF			1			9.80	H	8									
	TOTAL	77	26	69														
	KEENEYVILLE SCHOOL DISTRICT 20																	
	BOOKKEEPERS	1	1		8.25	H	13.63	H										1
	CUSTODIANS	10	9	1	8.08	H	11.08	H										1
	HEALTH AIDES	3	3		7.00	H	11.11	H	13									1
	LIBRARY AIDES	3	3		7.00	H	11.11	H	13									1
	MAINTENANCE WORKERS	2	2		9.38	H	19.32	H										1
	SECRETARIES	12	9	3	7.25	H	13.89	H										1
	TEACHER AIDES	41	41		7.00	H	11.11	H	13									1
	TOTAL	72	68	4														
	WEST CHICAGO SCHOOL DIST 33																	
	CUSTODIANS	22	21	1	8.80	H	17.42	H						2,563	100	6,685	100	1 13
	HEALTH AIDES	7	7		7.65	H	8.45	H	8		9.48	H	15	2,563	100	6,685	100	1
	LIBRARY AIDES	7		7	6.95	H	8.05	H	9		8.83	H	10					
	SECRETARIES	20	20			H		H			20.33	H	21	2,563	100	6,685	100	1
	TEACHER AIDES	9	8	8	8.90	H	8.75	H	10		9.50	H	7	2,563	100	6,685	100	1
	TEACHER ASSISTANTS	98	98	11	7.45	H	10.14	H	5		10.18	H	4	2,563	100	6,685	100	1
	OTHER ED SUPPORT STAFF			2			9.15	H					10					
	TOTAL	161	150	29														
	LOMBARD SCHOOL DISTRICT 44																	
	BOOKKEEPERS	1	1				13.81	H			7.00	Y	25					1 111
	CLERKS	5	2	3	7.76	H	12.58	H			7.00	Y	25					1 111
	OTHER FOOD SERVICE			31	9.00	H	9.70	H	5	4								
	CUSTODIANS	20	13	7	8.00	H	15.96	H	5	5								1 111
	HEALTH AIDES	8	1	5	9.80	H	10.70	H	5	5								1
	LIBRARY AIDES	8		8	8.65	H	10.35	H	5	3	7.00	Y	16					1 13

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
LOMBARD SCHOOL DISTRICT 44	(CONT.)																
MAINTENANCE WORKERS	5	5		15.86	H	18.68	H										111
SECRETARIES	15	14	6	9.50	H	17.22	H			7.00	Y	25					111
TEACHER ASSISTANTS	58		58	8.65	H	10.35	H	5	3	7.00	Y	18					1 13
OTHER ED SUPPORT STAFF	6	6		9.34	H	51,582	Y			700	Y	25					111
TOTAL	122	42	116														
VILLA PARK SCHOOL DIST 45																	
BOOKKEEPERS	1	1		24,795	Y	30,238	Y	4	4	31,888	Y	25	2,668	59			3 1 11
CLERKS	3	3	1	5.00	H	25,387	Y	4	4	27,037	Y	25	2,668	59			3 1 11
CUSTODIANS	24	22	2	22,305	Y	30,740	Y	4	4	32,740	Y	40	2,668	59			3 1 1 113
ENGINEERS	1	1		37,309	Y	46,638	Y	6	6				2,175	100	6,090	100	3 1 11
HEALTH ASSISTANTS	5	5		11,082	Y	12,593	Y	3	3	12,893	Y	18	2,668	59			3 1 11
LIBRARY AIDES	7	7		12,513	Y	14,219	Y	3	3	14,519	Y	18	2,668	59			3 1 11
MAINTENANCE WORKERS	2	1	1	27,950	Y	30,940	Y	4	4	32,940	Y	40	2,668	59			3 1 1 113
PLAYGROUND SUPERVISORS			45	7.75	H	10.50	H	5	2								
SECRETARIES	25	21	4										2,668	59			3 1 11
TEACHER AIDES	8	9		14,598	Y	16,588	Y	3	3	16,888	Y	18	2,668	59			3 1 11
TEACHER ASSISTANTS	45	44	2	14,598	Y	16,588	Y	3	3	16,888	Y	18	2,668	59			3 1 11
OTHER ED SUPPORT STAFF	2	1	1	27,150	Y	30,340	Y	4	4	32,340	Y	40	2,668	59			3 1 1 113
TOTAL	124	115	56														
DOWNERS GROVE GRADE SCH DIST 58																	
BOOKKEEPERS	3	3		7.73	H	8.70	H	5	5	22.12	H	27	2,085	100			113
CLERKS	5	3	14	5.51	H	8.68	H	5	5	8.86	H	7	2,085	100	3,518		113
COOKS	2	2		5.80	H					848	H	12	2,085				1
OTHER FOOD SERVICE	12	2	10	5.29	H	5.80	H			11.14	H	18	2,085				1
CUSTODIANS	31	32	1														3
LIBRARY AIDES	15	14	5	7.00	H	7.88	H	5	5	11.29	H	10	2,085				13
MAINTENANCE WORKERS	8	8											2,085				3
PLAYGROUND SUPERVISORS			88			10.00	H	1	1				2,085				
SECRETARIES	30	30		7.73	H	8.70	H	5	5	14.87	H	22	2,085	100	3,518		113
TEACHER AIDES	45	45	17	7.00	H	7.88	H	5	5	13.01	H	24	2,085				13
OTHER ED SUPPORT STAFF	10	8	2														1 11
TOTAL	159	145	135														
WOODRIDGE SCHOOL DIST 68																	
BOOKKEEPERS	1	1				38,810	Y						2,340	100	5,100	91	
COOKS	7		7	8.54	H	10.82	H	15	15								
OTHER FOOD SERVICE	12		12	8.54	H	10.82	H	15	15								
CUSTODIANS	14	14		17,049	Y	31,354	Y	22	22				2,340	100	5,100	91	
HEALTH AIDES	7	1	6	8.54	H	10.82	H	15	15								5
LIBRARY AIDES	7	1	6	8.54	H	10.82	H	15	15								5

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	WOODRIDGE SCHOOL DIST 68	(CONT.)																
	MAINTENANCE WORKERS	1	1				29,333	Y						2,340	100	5,100	91	5
	SECRETARIES	14	14		6.59	H	15.68	H	21	21				2,340	100	5,100	91	5
	TEACHER ASSISTANTS	49		49	6.75	H	13.31	H	17	17								5
	OTHER ED SUPPORT STAFF	20	5	15										2,340	100	5,100	91	5
	TOTAL	132	37	95														
	HINSDALE TWP H S DIST 86																	
	BOOKKEEPERS	3	2	1	9.00	H	21.53	H						3,261	92	8,290	92	3 1111
	CLERKS	13	11	2	8.50	H	10.95	H						3,261	92	8,290	92	3 1111
	CUSTODIANS	13	12	1	8.50	H	15.18	H						3,261	92	8,290	92	3 1111
	LIBRARY AIDES	9	9		8.50	H	11.68	H						3,261	92	8,290	92	3 1111
	MAINTENANCE WORKERS	33	33		10.50	H	31.75	H						3,261	92	8,290	92	3 1111
	SECRETARIES	39	39		8.50	H	27.10	H						3,261	92	8,290	92	3 1111
	SECURITY	6	6		8.50	H	10.13	H						3,261	92	8,290	92	3 1111
	TEACHER AIDES	34	31	3	8.50	H	13.45	H						3,261	92	8,290	92	3 1111
	OTHER ED SUPPORT STAFF	11	10	2	8.50	H	23.52	H						3,261	92	8,290	92	3 1111
	TOTAL	161	153	9														
	GLENBARD TWP H S DIST 87																	
	BOOKKEEPERS	3	3		8.22	H	18.41	H	12	12				3,258	90	4,884	50	2 1 11111
	CLERKS	49	49		5.96	H	11.01	H	12	12				3,258	90	4,884	50	2 1 11111
	CUSTODIANS	75	75		9.97	H	15.34	H	12	12				3,258	90	4,884	50	2 1 11115
	MAINTENANCE WORKERS	10	10				15.70	H						3,258	90	4,884	50	2 1 11115
	SECRETARIES	94	94		7.00	H	15.15	H	12	12				3,258	90	4,884	50	2 1 11115
	TEACHER AIDES	48	48		7.83	H	14.95	H	12	12				3,258	90	4,884	50	2 1 11115
	TOTAL	277	277															
	DU PAGE HIGH SCHOOL DIST 88																	
	BOOKKEEPERS	1	1				28,575	Y		1	300	Y	16	3,485	75	8,478	62	31 1
	CLERKS	2	2		14,559	Y	22,663	Y		1	300	Y	16	3,485	75	8,478	62	31 1
	COOKS	1	1				8.94	H		1				3,485	75	8,478	62	31
	OTHER FOOD SERVICE	2	2		28,328	Y	28,784	Y		1				3,485	75	8,478	62	31 1
	CUSTODIANS	37	37		12.35	H	17.23	H	12	1	3.50	Y	15	3,485	77	8,478	70	31 1 15
	HEALTH ASSISTANTS	2	2		17,000	Y	28,274	Y		1	300	Y	16	3,485	75	8,478	62	31 1
	LIBRARY AIDES	12	12		12,000	Y	22,028	Y		1				3,485	69	8,478	60	3 12
	MAINTENANCE WORKERS	12	12		15.43	H	17.23	H		3	3.50	Y	15	3,485	77	8,478	70	31 1 15
	SECRETARIES	63	59	4	14,518	Y	45,493	Y		1	300	Y	16	3,485	75	8,478	62	31 1
	SECURITY	1	1				20,219	Y		1	250	Y	16	3,485	75	8,478	62	31 1
	TEACHER AIDES	28	22	6	1,981	Y	22,924	Y		1				3,485	69	8,478	60	31 12
	OTHER ED SUPPORT STAFF	25	17	8	3,739	Y	69,600	Y		1	300	Y	16	3,485	75	8,478	62	31 1
	TOTAL	188	168	18														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
GLEN ELLYN C C SCHOOL DIST 89																	
BOOKKEEPERS	2	2		8.65	H	18.20	H						2,543	90	3,228	80	3 1
CLERKS	1	1		9.50	H	16.54	H						2,543	90	3,228	80	3 1
HEALTH AIDES	2	2	1	7.00	H	11.50	H						2,543	90	3,228	80	3 1
LIBRARY AIDES	6	3	4	7.00	H	11.71	H						2,543	90	3,228	80	3 1
SECRETARIES	14	12	2	8.20	H	18.07	H						2,543	90	3,228	80	3 1
TEACHER AIDES	30	24	11	7.00	H	11.71	H						2,543	90	3,228	80	3 1
OTHER ED SUPPORT STAFF	1	1				58,864	Y						2,543	90	3,228	80	3 1
TOTAL	58	45	18														
COMMUNITY HIGH SCH DISTRICT 94																	
BOOKKEEPERS	3	3		10.25	H	16.70	H	19	3				1,585	90	5,412	90	1 11
CLERKS	7	6	1	8.50	H	11.80	H	8	1				1,585	90	5,412	90	1 11
CUSTODIANS	16	14	2	9.75	H	14.00	H	19	4				1,585	90	5,412	90	1 11
LIBRARY AIDES	5	4	1	8.50	H	11.80	H	9	1				1,585	90	5,412	90	1 11
MAINTENANCE WORKERS	2	2		14.10	H	19.45	H	9	2				1,585	90	5,412	90	1 11
SECRETARIES	6	6		10.00	H	16.02	H	14	2				1,585	90	5,412	90	1 11
TEACHER AIDES	18	18		8.40	H	12.00	H	6	1				1,585	90	5,412	90	1 11
OTHER ED SUPPORT STAFF	8	8		8.30	H	11.75	H	7	1				1,585	90	5,412	90	11
TOTAL	65	61	4														
COMMUNITY HIGH SCHOOL DIST 99																	
BOOKKEEPERS	3	3		9.93	H	15.45	H	13	13	16.06	H	14	2,292	100	3,784	85	1 113
CLERKS	25	24	1	7.11	H	11.42	H	13	13	11.90	H	14	2,260	100	5,171	85	1 113
CUSTODIANS	38	35	3	12.16	H	16.37	H	5	5				2,257	100	3,756	100	3 1115
MAINTENANCE WORKERS	17	17		16.12	H	19.80	H	5	4				2,257	100	3,756	100	3 115
MECHANICS	1	1		16.76	H	20.26	H	5	4				2,257	100	3,756	100	3 115
SECRETARIES	51	51		9.64	H	14.97	H	13	13	15.58	H	14	2,292	100	3,784	85	1 113
SECURITY	21	19	2	8.97	H	11.65	H	8	8	12.03	H	9	2,260	100	4,779	70	1 113
TEACHER AIDES	44	42	2	10.08	H	12.82	H	8	8	13.28	H	9	2,260	100	4,583	90	1 113
OTHER ED SUPPORT STAFF	16	16		9.64	H	87,738	Y			1,558	H	14					3
TOTAL	216	208	8														
FENTON COMM H S DIST 100																	
BOOKKEEPERS	1	1				38,587	Y						1,259	95	3,573	95	2 1 1 16
BUS DRIVERS	16	2	14	11.30	H	13.51	H	4					1,259	95	3,573	95	3 1 1 16
CLERKS	13	13		8.58	H	14.94	H						1,259	95	3,573	95	3 1 1 13
CUSTODIANS	15	13	2	15.66	H	15.95	H		3				1,259	95	3,573	95	3 1 1 15
HEALTH AIDES	1	1		8.18	H	12.88	H		11				1,259	95	3,573	95	3 1 1 1
HEALTH ASSISTANTS	1	1		8.98	H	12.88	H		11				1,259	95	3,573	95	3 1 1 13
LIBRARY AIDES	1	1		8.18	H	12.88	H		11				1,259	95	3,573	95	3 1 1 13
MAINTENANCE WORKERS	2	2		18.28	H	18.39	H		4				1,259	95	3,573	95	3 1 1 15
MECHANICS	1	1				22.60	H		6				1,259	95	3,573	95	3 1 1 13

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	FENTON COMM H S DIST 100	(CONT.)																
	SECRETARIES	6	6		10.32	H	42,736	Y		11				1,259	95	3,573	95	3 1 1 16
	SECURITY	6	6		7.93	H	12.06	H		11				1,259	95	3,573	95	3 1 1 13
	TEACHER AIDES	4	3	1	7.93	H	12.06	H		11				1,259	95	3,573	95	3 1 1 13
	OTHER ED SUPPORT STAFF	4	4		15.15	H	56,161	Y		11				1,259	95	3,573	95	3 1 1 16
	TOTAL	71	54	17														
	LAKE PARK COMM H S DIST 108																	
	ATTENDANCE OFFICERS	3	3		7.79	H	15.55	H		10				3,209	80	3,255	50	1 1 113
	BOOKKEEPERS	1	1		21.22	H	24.75	H						3,238	80	3,255	80	1 11
	CLERKS	27	18	9	7.79	H	17.81	H		10				3,227	80	3,255	80	1 1 113
	CUSTODIANS	24	24		11.42	H	16.68	H		7				3,227	80	3,255	80	1 1 113
	HEALTH AIDES	2	2		8.65	H	17.30	H		11				3,209	80	3,255	50	1 1 113
	LIBRARY AIDES	9	5	4	6.92	H	14.70	H		10				3,209	80	3,255	50	1 1 113
	MAINTENANCE WORKERS	12	12		12.65	H	21.70	H		11				3,227	80	3,255	80	1 1 113
	SECRETARIES	13	13		10.69	H	19.60	H		11				3,227	80	3,255	80	1 1 113
	SECURITY			4	11.42	H	16.68	H		7								
	TEACHER AIDES	28	6	22	8.65	H	17.30	H		11				3,209	80	3,255	50	1 1 113
	OTHER ED SUPPORT STAFF	7		7	6.92	H	14.70	H		10				3,209	80	3,255	50	1 1 113
	TOTAL	128	84	48														
	HINSDALE C C SCHOOL DIST 181																	
	BOOKKEEPERS	2	2		10.78	H	14.32	H						2,535	100	5,690	99	1
	OTHER TRANSPORTATION	1	1		7.30	H	10.18	H						2,535	100	5,690	99	1
	CLERKS	3	3				12.88	H						2,535	100	5,690	99	1
	CUSTODIANS	15	15	4	7.00	H	16.70	H						2,535	100	5,690	99	1
	HEALTH ASSISTANTS	2	2		10.00	H	21.29	H						2,535	100	5,690	99	1
	LIBRARY AIDES	7	6	1	6.75	H	10.78	H						2,535	100	5,690	99	1
	MAINTENANCE WORKERS	5	5		10.50	H	15.33	H						2,535	100	5,690	99	1
	SECRETARIES	23	23		11.08	H	17.06	H						2,535	100	5,690	99	1
	TEACHER AIDES	40	40	15	6.75	H	12.48	H						2,535	100	5,690	99	1
	OTHER ED SUPPORT STAFF	1	1	4										2,535	100	5,690	99	1
	TOTAL	99	98	24														
	WESTMONT C U SCHOOL DIST 201																	
	CLERKS	2	2		6.72	H	14.90	H						2,420	80	6,477	67	1
	COOKS	7	7		7.84	H	12.69	H						2,420	80	6,477	67	1
	OTHER FOOD SERVICE	14		14	5.84	H	9.09	H						2,420	80	6,477	67	1
	CUSTODIANS	17	17		8.37	H	16.18	H						2,420	80	6,477	67	1 1
	HEALTH AIDES	1	1		6.68	H	9.23	H						2,420	80	6,477	67	1
	LIBRARY AIDES	3	3		.56	D	.68	D						2,420	80	6,477	67	1
	MAINTENANCE WORKERS	1	1		9.89	H	20.88	H						2,420	80	6,477	67	1 1
	MECHANICS	2	2		10.84	H	19.80	H						2,420	80	6,477	67	1 1

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BEST COPY AVAILABLE

ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
WESTMONT C U SCHOOL DIST 201	(CONT.)																
SECRETARIES	14	13	1	8.72	H	14.07	H						2,420	80	6,477	67	1
TEACHER AIDES	19	17	2	.50	D	.59	D						2,420	80	6,477	67	1
TOTAL	80	63	17														
LISLE C U SCH DIST 202																	
BOOKKEEPERS	2	2		18,120	Y	38,114	Y			1,500	Y	20	2,858	80	3,995	80	113
CLERKS	3	3		8.75	H	10.35	H			15.00	Y	20	2,858	80	3,995	80	113
CUSTODIANS	13	13	3	8.38	H	14.88	H			15.00	Y	20	2,858	80	3,995	80	113
HEALTH AIDES	2	2		8.75	H	7.95	H			15.00	Y	20	2,858	80	3,995	80	113
LIBRARY AIDES	3	3		8.75	H	10.87	H			15.00	Y	20	2,858	80	3,995	80	113
MAINTENANCE WORKERS	1	1				56,284	Y			1,500	Y		2,858	100	3,995	100	11
PLAYGROUND SUPERVISORS			19	8.00	H	8.95	H			15.00	Y	20					3
SECRETARIES	12	12		8.75	H	12.04	H			15.00	Y	20	2,858	80	3,995	80	113
TEACHER AIDES	27	24	7	8.75	H	9.85	H			15.00	Y	20	2,858	80	3,995	80	113
TOTAL	83	80	29														
NAPERVILLE C U DIST 203																	
BOOKKEEPERS	1	1				34,200	Y		1				2,269	95	6,843	95	11
BUS DRIVERS	108	95	13	10.65	H	12.27	H	5					2,269	95	6,843	95	3
CUSTODIANS	138	138		13.29	H	14.78	H	1	2				2,269	95	2,269	95	1 1 1 3
MECHANICS	5	5		13.94	H	17.66	H						2,269	95	6,463	95	1 3
SECRETARIES	151	150	1	8.05	H	14.08	H		5	14.33	H		2,269	95	6,463	95	113
TEACHER AIDES	302	191	111	8.81	H	9.83	H						2,269	95	6,463	95	113
OTHER ED SUPPORT STAFF	26	26		24,570	Y	74,460	Y						2,269	95	6,463	95	1
TOTAL	731	608	125														
ELMHURST SCHOOL DIST 205																	
BOOKKEEPERS	5	5		8.45	H	13.70	H		20				2,730	91	7,161	72	1 12
CLERKS	8	8		8.40	H	10.80	H		20				2,730	91	7,161	72	1 12
COOKS	6	6		6.00	H	6.77	H		5				2,730	91	7,161	72	1 1
OTHER FOOD SERVICE	31	17	14	5.51	H	10.50	H		5				2,730	91	7,161	72	1 1
CUSTODIANS	61	61		7.90	H	15.38	H		10				2,730	91	7,161	72	1 15
HEALTH ASSISTANTS	14	10	4	8.40	H	11.29	H		20				2,730	91	7,161	72	1 12
LIBRARY AIDES	15	15		7.09	H	11.29	H		20				2,730	91	7,161	72	1 12
MAINTENANCE WORKERS	17	17		13.45	H	16.25	H		5				2,730	91	7,161	72	1 15
SECRETARIES	49	49		8.45	H	39,988	Y		20				2,730	91	7,161	72	1 12
SECURITY	1	1				13.00	H										1 1
TEACHER ASSISTANTS	72	70	2	7.09	H	11.29	H		20				2,730	91	7,161	72	1 12
OTHER ED SUPPORT STAFF	24	24		8,000	Y	47,800	Y						2,730	91	7,161	72	1 1
TOTAL	303	283	20														

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JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
023	PARIS-UNION SCHOOL DIST 95																	
	BOOKKEEPERS	1	1				16,500	Y						1,874	90	2,598		3 1
	COOKS	13	12	1	3,087	Y	12,080	Y						1,874	90	2,598		3 1
	OTHER FOOD SERVICE	1	1				14,000	Y						1,874	90	2,598		3 1
	CUSTODIANS	17	11	6	12,500	Y	22,513	Y						1,874	90	2,598		3 1
	LIBRARY AIDES	1	1				11,550	Y						1,874	90	2,598		3 1
	MAINTENANCE WORKERS	3	3		20,800	Y	21,785	Y						1,874	90	2,598		3 1
	PLAYGROUND SUPERVISORS			3			11.20	H										
	SECRETARIES	11	11		9,450	Y	20,451	Y						1,874	90	2,598		3 1
	TEACHER AIDES	20	20				11,550	Y						1,874	90	2,598		3 1
	OTHER ED SUPPORT STAFF	4	4		18,375	Y	40,000	Y						1,874	90	2,598		3 1
	TOTAL	71	64	10														
025	EFFINGHAM COMM UNIT SCH DIST 40																	
	BOOKKEEPERS	1	1				14.70	H	34					1,989	92	5,924	55	2 1 111
	BUS DRIVERS	35	35		10.42	H	13.07	H						1,989	92	5,924	55	2 1 1113
	OTHER TRANSPORTATION	5	5		5.81	H	8.35	H						1,989	92	5,924	55	2 1 1113
	CLERKS	1	1		8.05	H	8.82	H						1,989	92	5,924	55	2 1 1113
	COOKS	20	17	3	7.53	H	11.95	H						1,989	92	5,924	55	2 1 1113
	OTHER FOOD SERVICE	1	1				13.15	H						1,989	92	5,924	55	2 1 111
	CUSTODIANS	17	17		8.58	H	12.81	H	34					1,989	92	5,924	55	2 1 1113
	ENGINEERS	1	1				2,430	M						1,989	92	5,924	55	2 1 111
	LIBRARY AIDES	1		1			5.02	H										3
	MAINTENANCE WORKERS	3	3		9.14	H	18.12	H						1,989	92	5,924	55	2 1 1113
	MECHANICS	2	2		5.73	H	12.75	H	16					1,989	92	5,924	55	2 1 1113
	PLAYGROUND SUPERVISORS			7			6.23	H										
	SECRETARIES	15	15		7.32	H	12.04	H	30					1,989	92	5,924	55	2 1 1113
	TEACHER AIDES	13		13			8.24	H										
	TEACHER ASSISTANTS	20	20		8.24	H	11.12	H	13					1,989	92	5,924	55	2 1 1113
	OTHER ED SUPPORT STAFF	1	1				13.78	H						1,989	92	5,924	55	2 1 111
	TOTAL	138	119	24														
026	VANDALIA C U SCH DIST 203																	
	BOOKKEEPERS	1	1				19,210	Y						2,292		2,664		1
	BUS DRIVERS	13	14		5.50	H	9,990	Y						2,292		2,664		1
	OTHER TRANSPORTATION	1	1				25,980	Y						2,292		2,664		
	CLERKS	2		6	5.80	H	6.00	H										
	COOKS	18	18	2	7,975	Y	17,820	Y						2,292		2,292		1
	CUSTODIANS	13	12	1			21,510	Y						2,292		2,292		1
	HEALTH AIDES	1	1				26,000	Y						2,292		2,664		1
	MAINTENANCE WORKERS	3	3		24,240	Y	29,160	Y						2,292		2,664		1
	MECHANICS	1	1				27,450	Y						2,292		2,664		1
	PLAYGROUND SUPERVISORS			4			5.00	H										

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
VANDALIA C U SCH DIST 203	(CONT.)																
SECRETARIES	12	12	1	13,910	Y	20,330	Y						2,292		2,664		1
TEACHER AIDES	38	38	3	12,740	Y	14,100	Y	15	3				2,292		2,664		1
TOTAL	103	101	17														
029 CANTON UNION SCHOOL DIST 66																	
BOOKKEEPERS	1	1		8.04	H	10.93	H	21	9				2,069	82	2,276	3	1 1
BUS DRIVERS	5	17				19.75	T	1	1				2,069	82	2,276	3	1 1
CLERKS	8	8	3	7.61	H	10.31	H	21	9				2,069	82	2,276	3	1 13
COOKS	11	22	3			8.72	H	1	1	4.00	Y	15	2,069	82	2,276	3	1 13
CUSTODIANS	15	14	2	7.20	H	10.38	H	1	2	4.00	Y	15	2,069	82	2,276	3	1 13
MAINTENANCE WORKERS	8	8				12.05	H	1	1	4.00	Y	15	2,069	82	2,276	3	1 13
MECHANICS	1	1				12.05	H	1	1	4.00	Y	15	2,069	82	2,276	3	1 13
SECRETARIES	13	12	1	8.05	H	10.75	H	21	9				2,069	82	2,276	3	1 13
TEACHER AIDES	25	25				11,800	Y	1	1	400	Y	15	2,069	82	2,276	3	1 13
TEACHER ASSISTANTS	17		17			5.65	H	1									
TOTAL	102	104	26														
030 GALLATIN C U SCHOOL DISTRICT 7																	
BOOKKEEPERS	2	2				21,345	Y	1	1				1,980	100	2,871	100	3 11
BUS DRIVERS	8	17				8,317	Y	1	1				600	100			3 11
COOKS	8	8				10,401	Y	1	1				1,980	100	2,871	100	3 11
OTHER FOOD SERVICE	1	1				11,599	Y	1	1				1,980	100	2,871	100	3 11
CUSTODIANS	8	8				20,942	Y	1	1				1,980	100	2,871	100	3 11
LIBRARY AIDES	2	2		8,975	Y	15,575	Y	23	23				1,980	100	2,871	100	3 113
MAINTENANCE WORKERS	1	1		30,000	Y	34,000	Y	4	4				1,980	100	2,871	100	3 11
MECHANICS	1	1				21,519	Y	1	1				1,980	100	2,871	100	3 11
SECRETARIES	5	5				20,358	Y	1	1				1,980	100	2,871	100	3 11
TEACHER AIDES	17	17		8,975	Y	15,575	Y	23	23				1,980	100	2,871	100	3 113
TOTAL	53	62															
031 NORTH GREENE UNIT SCHOOL DIST 3																	
BOOKKEEPERS	1	1				15,468	Y	5					2,360	100	3,929		11
BUS DRIVERS	8	8		8,776	Y	9,534	Y	15	4				2,360	100	3,929		11
OTHER TRANSPORTATION	1	1				5,011	Y	3					2,360	100	3,929		11
CLERKS	1	1				13,333	Y						2,360	100	3,929		11
COOKS	5	5		9,280	Y	10,560	Y	15	4				2,360	100	3,929		11
OTHER FOOD SERVICE	3	3		10,314	Y	11,756	Y	15	4				2,360	100	3,929		11
CUSTODIANS	7	7		11,827	Y	21,414	Y	20					2,360	100	3,929		11
HEALTH AIDES	1	1				21,839	Y	24					2,360	100	3,929		11
HEALTH ASSISTANTS			1			2,853	Y										11
LIBRARY AIDES	1	1				11,485	Y						2,360	100	3,929		11
MAINTENANCE WORKERS	1	1				32,689	Y	21					2,360	100	3,929		11

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

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NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	NORTH GREENE UNIT SCHOOL DIST 3	(CONT.)																
	MECHANICS	1	1				32,689	Y	13					2,360	100	3,929		11
	PLAYGROUND SUPERVISORS	1		1			5,743	Y										11
	SECRETARIES	8	8		11,700	Y	20,522	Y	25					2,360	100	3,929		11
	TEACHER AIDES	15	15		11,485	Y	13,048	Y	15	4				2,360	100	3,929		11
	OTHER ED SUPPORT STAFF	1	1				23,454	Y	19					2,360	100	3,929		11
	TOTAL	53	52	2														
033	HAMILTON CO C U SCHOOL DIST 10																	
	BOOKKEEPERS	1	1		18,605	Y	22,128	Y	7					1,693	75	2,403		1111
	BUS DRIVERS	28	25	1	7,747	Y	8,608	Y						1,693	75	2,403		1111
	OTHER TRANSPORTATION	1	1				20,488	Y						1,693	75	2,403		1111
	CLERKS	1	1		14,548	Y	20,468	Y	10					1,693	75	2,403		1111
	COOKS	12	8	5	8,908	Y	9,897	Y						1,693	75	2,403		1111
	CUSTODIANS	16	15	1	1,392	M	1,883	M	10					1,693	75	2,403		1111
	HEALTH AIDES	1	1		1,038	M	1,530	M	10					1,693	75	2,403		1111
	LIBRARY AIDES	1	1				14,823	Y						1,693	75	2,403		1111
	MAINTENANCE WORKERS	1	1				29,400	Y						1,693	75	2,403		1111
	MECHANICS	1	1				24,383	Y						1,693	75	2,403		1111
	SECRETARIES	11	11		1,212	M	1,705	M	10					1,693	75	2,403		1111
	TEACHER AIDES	17	17		11,174	Y	15,435	Y	14					1,693	75	2,403		1111
	TOTAL	89	83	7														
037	KEWANEE COMM UNIT SCH DIST 229																	
	ATTENDANCE OFFICERS	1	1				13.08	H						1,727	100			
	BOOKKEEPERS	1	1				13.80	H						1,727	100			
	BUS DRIVERS	3	3	6	10.25	H	19.43	H						1,727	100			
	CLERKS			3			4.25	H										
	COOKS	18	13	3	4.81	H	14.71	H						1,727	100			
	CUSTODIANS	13	7	8	8.65	H	13.90	H						1,727	100			
	HEALTH AIDES			2			4.25	H										
	LIBRARY AIDES			2			10.00	H										
	MAINTENANCE WORKERS	1	1				12.73	H						1,727	100			
	PLAYGROUND SUPERVISORS			8	4.77	H	9.45	H										
	SECRETARIES	10	10		7.85	H	18.80	H						1,727	100			
	TEACHER AIDES	9	9		5.25	H	6.85	H						1,727	100			
	OTHER ED SUPPORT STAFF	7	7		5.00	H	12.60	H						1,727	100			
	TOTAL	81	52	30														
038	CENTRAL COMM UNIT SCHOOL DIST 4																	
	BOOKKEEPERS	1		1			24,000	Y			24,240	Y	24	2,328	100	4,992	48	1
	BUS DRIVERS	17	17		7,220	Y	9,352	Y	18	5								1
	CLERKS	2	1	1			9.70	H			0			2,328	100	4,992	48	1

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	CENTRAL COMM UNIT SCHOOL DIST 4	(CONT.)																
	COOKS	13	11	2	8,330	Y	10,450	Y				0		2,328	100	4,992	48	1
	OTHER FOOD SERVICE	1	1				15,000	Y				0		2,328	100	4,992	48	1
	CUSTODIANS	11	9	2	10.30	H	10.90	H				0		2,328	100	4,992	48	1
	LIBRARY AIDES	5	4	1			999	Y				0		2,328	100	4,992	48	1
	MAINTENANCE WORKERS	2	1	1			29,000	Y				0		2,328	100	4,992	48	1
	PLAYGROUND SUPERVISORS	4		4			6.95	H				0						1
	SECRETARIES	8	7	1	15,450	Y	16,972	Y			17,481	Y	24	2,328	100	4,992	48	1
	TEACHER AIDES	6	5	1	9.41	H	9.81	H				0		2,328	100	4,992	48	1
	TOTAL	70	58	14														
039	MURPHYSBORO C U SCH DIST 186																	
	BOOKKEEPERS	4	4		6.88	H	7.94	H			12.11	H	17					11
	COOKS	23	23	1	5.85	H	6.37	H			9.84	H	17					11
	OTHER FOOD SERVICE			1			11,191	Y										
	CUSTODIANS	18	18	1			7.15	H			12.34	H	17					11
	LIBRARY AIDES	2	2				6.58	H			10.06	H	17	2,092	100	3,368		11
	MAINTENANCE WORKERS	3	3				8.10	H			13.29	H	17					11
	PLAYGROUND SUPERVISORS	12	5	7			5.31	H			9.66	H	17					11
	SECRETARIES	14	14				6.58	H			10.75	H	17					11
	TEACHER AIDES	33	33				5.31	H			9.66	H	17					11
	OTHER ED SUPPORT STAFF	2	2				29,500	Y			40,620	Y	25					11
	TOTAL	109	102	10														
040	JASPER COUNTY COMM UNIT DIST 1																	
	ATTENDANCE OFFICERS	1	1		6.12	H	9.43	H	10	10	9.63	H	20	1,882	55	4,546	23	11
	BOOKKEEPERS	2	2		14,620	Y	29,288	Y						1,882	55	4,546	23	
	BUS DRIVERS	34	34	3	10.51	H	14.73	H	10	10	14.93	H	20	1,882	55	4,546	23	
	OTHER TRANSPORTATION	1	1		28,000	Y	35,750	Y						1,882	55	4,546	23	
	COOKS	18	18		5.79	H	9.85	H	10	10	10.05	H	20	1,882	55	4,546	23	
	OTHER FOOD SERVICE			2	5.79	H	8.91	H	10	10	9.11	H	20	1,882	55	4,546	23	
	CUSTODIANS	16	15	1	5.77	H	11.45	H	10	10	11.65	H	20	1,882	55	4,546	23	
	MAINTENANCE WORKERS	5	5		8.33	H	14.45	H	10	10	14.65	H	20	1,882	55	4,546	23	
	MECHANICS	2	2		10.08	H	14.07	H	10	10	14.27	H	20	1,882	55	4,546	23	
	PLAYGROUND SUPERVISORS	1	1	1	5.52	H	8.49	H	10	10	8.69	H	20	1,882	55	4,546	23	
	SECRETARIES	18	18		6.12	H	10.30	H	10	10	10.50	H	20	1,882	55	4,546	23	
	TEACHER AIDES	13	13		8.02	H	12.34	H	10	10	12.54	H	20	1,882	55	4,546	23	
	OTHER ED SUPPORT STAFF	1	1		28,000	Y	33,326	Y						1,882	55	4,546	23	
	TOTAL	112	111	7														
041	MOUNT VERNON SCHOOL DIST 80																	
	BOOKKEEPERS	2	2		17,796	Y	26,646	Y	9	10				2,316	67	2,640	31	11 11
	COOKS	10	10		5.93	H	9.05	H	8	9				2,316	67	2,640	31	1 113

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	MOUNT VERNON SCHOOL DIST 80	(CONT.)																
	OTHER FOOD SERVICE	9	6	3	5.79	H	33,809	Y	9	10				2,316	67	2,640		31 11 113
	CUSTODIANS	14	14	1	7.35	H	11.21	H	8	9				2,316	67	2,640		31 1 113
	HEALTH AIDES	3	3		6.50	H	9.92	H	8	9				2,316	67	2,640		31 1 113
	LIBRARY AIDES	6	6		6.50	H	9.92	H	8	9				2,316	67	2,640		31 1 113
	MAINTENANCE WORKERS	4	4		8.16	H	39,831	Y	9	10				2,316	67	2,640		31 11 113
	SECRETARIES	14	14		6.50	H	26,646	Y	9	10				2,316	67	2,640		31 11 113
	TEACHER AIDES	26	26		6.50	H	9.92	H	8	9				2,316	67	2,640		31 1 113
	TEACHER ASSISTANTS	13	13		5.79	H	8.84	H	8	9				2,316	67	2,640		31 1 113
	OTHER ED SUPPORT STAFF	2		2	15.00	H	16.60	H						2,316	67	2,640		31 1 11
	TOTAL	103	98	6														
	MT VERNON TWP H S DIST 201																	
	CLERKS	9	9		9,000	Y								2,460	100	3,780		11
	COOKS	3	3		8,403	Y	11,932	Y	5	5				2,460	100	3,780		1 13
	CUSTODIANS	12	12		18,353	Y	23,451	Y	5	5				2,460	100	3,780		1 113
	HEALTH AIDES	1	1		10,500	Y								2,460	100	3,780		11
	LIBRARY AIDES	1	1	1	7,000	Y								2,460	100	3,780		11
	MAINTENANCE WORKERS	5	5		20,989	Y	26,001	Y	5	5				2,460	100	3,780		1 113
	SECRETARIES	7	7		11,000	Y								2,460	100	3,780		11
	TEACHER AIDES	9	9		7,000	Y								2,460	100	3,780		11
	OTHER ED SUPPORT STAFF	14	14	2	7,850	Y								2,460	100	3,780		11
	TOTAL	61	61	3														
042	JERSEY C U SCH DIST 100																	
	BOOKKEEPERS	2	2		1,998	M	2,255	M			2,285	M	22	2,292	83	4,958	49	31 1 11
	BUS DRIVERS	36		36	1,195	M	1,255	M	4	4	1,285	M	22	2,292	83	4,958	49	31 1 11
	OTHER TRANSPORTATION	7		7	900	M	942	M	3	3	972	M	22	2,292	83	4,958	49	31 1 11
	COOKS	18	17	1	8.18	H	9.32	H	2	3	.30	M	22	2,292	83	4,958	49	31 1 113
	CUSTODIANS	26	25	1	10.05	H	10.55	H	2	3	.30	M	22	2,292	83	4,958	49	31 1 113
	MAINTENANCE WORKERS	2	2		10.30	H	12.45	H	2	3	.30	M	22	2,292	83	4,958	49	31 1 113
	MECHANICS	2	2		12.15	H	12.80	H	2	3	.30	M	22	2,292	83	4,958	49	31 1 11
	SECRETARIES	21	21		8.73	H	2,075	M	2	3	30	M	22	2,292	83	4,958	49	31 1 113
	TEACHER AIDES	27	27		1,465	M	1,575	M	4	4	1,605	M	22	2,292	83	4,958	49	31 1 11
	OTHER ED SUPPORT STAFF	1	2	1	10.30	H	23,858	Y	4	4	30	M	22	2,292	83	4,958	49	31 1 113
	TOTAL	142	98	48														
045	SCHOOL DISTRICT 48																	
	ARCHITECTS	1	1				65,975	Y		1				2,373	90	6,170	90	
	BOOKKEEPERS	6	6		10.88	H	15.34	H	24	5	16.17	H	25	2,373	90	6,170	72	3
	BUS DRIVERS	217	217	1	12.78	H	14.20	H		2				2,373	94	6,170	84	3
	OTHER TRANSPORTATION	13	13		13.51	H	15.01	H		2				2,373	90	6,170	90	3
	CLERKS	22	22	36	7.83	H	8.93	H	14	10				2,373	94	6,170	84	3

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
SCHOOL DISTRICT 46	(CONT.)																
COOKS	3	3		7.85	H	11.00	H	3	5	11.20	H	20	2,373	94	6,170	84	4
OTHER FOOD SERVICE	38	38	58	6.98	H	11.06	H	3	5	11.26	H	20	1,373	94	6,170	84	4
CUSTODIANS	101	101	3	16.30	H	20.48	H	2	5				2,373	94	6,170	84	3
HEALTH ASSISTANTS	3	3		9.00	H	12.84	H						2,373	90	6,170	72	
LIBRARY AIDES	34	34		8.75	H	11.03	H	15	14				2,373	94	6,170	84	3
MAINTENANCE WORKERS	32	32		13.66	H	21.92	H	3	5				2,373	94	6,170	84	3
MECHANICS	10	10		17.59	H	19.54	H	1	2				2,373	94	6,170	84	3
PLAYGROUND SUPERVISORS	12	12	510	7.50	H	7.92	H										
SECRETARIES	200	168	32	9.32	H	15.34	H	17	5	16.59	H	24	2,373	94	6,170	84	3
SECURITY	1	1		15.62	H	18.92	H						2,373	94	6,170	84	3
TEACHER AIDES	286	286	11	7.74	H	9.87	H	15	14				2,373	94	6,170	84	3
OTHER ED SUPPORT STAFF	38	38	25	11.47	H	12.94	H						2,373	90	6,170	72	
TOTAL	1017	985	674														
BATAVIA UNIT SCHOOL DIST 101																	
BOOKKEEPERS	2	2		11.80	H	12.05	H						2,733	85	7,329		11
CLERKS	6	6	1	8.20	H	9.55	H		3				2,733	85	7,329		113
OTHER FOOD SERVICE	1		1			7.75	H						2,733	85	7,329		
CUSTODIANS	22	22		8.35	H	10.90	H		8				2,733	85	7,329		113
HEALTH AIDES	7	2	5	10.55	H	12.60	H		8				2,733	85	7,329		113
LIBRARY AIDES	8	7	1	8.20	H	9.55	H		3				2,733	85	7,329		113
MAINTENANCE WORKERS	4	4		10.55	H	12.60	H		8				2,733	85	7,329		113
SECRETARIES	22	21	1	8.60	H	15.25	H		8				2,733	85	7,329		113
TEACHER AIDES	31	17	14	8.20	H	9.55	H		3				2,733	85	7,329		113
TOTAL	103	81	23														
AURORA WEST UNIT SCHOOL DIST 129																	
BUS DRIVERS	33	33	18	9.75	H	12.07	H	3	3				2,960	25	7,805	25	1 5
OTHER TRANSPORTATION	5	4	6	8.01	H	20.08	H										
CUSTODIANS	52	41	11	7.34	H	16.42	H	4	7				2,960	70	7,805	70	1 15
HEALTH ASSISTANTS	18	9	10	6.86	H	9.53	H	9	9				2,961	49	7,805	4	
LIBRARY AIDES	7	1	9	6.57	H	10.11	H	12	12				2,960	45	7,805	45	1 13
MAINTENANCE WORKERS	11	11		11.97	H	20.80	H						2,960	70	7,805	50	
SECRETARIES	61	53	8	6.80	H	13.98	H	15					2,960	50	7,805	50	1 13
SECURITY	13	13	1	7.40	H	7.95	H	3	3	9.50	H	10	2,961	50	7,805	50	
TEACHER ASSISTANTS	100	91	15	6.57	H	10.11	H	12	12				2,960	45	7,805	49	1 13
TOTAL	300	256	78														
AURORA EAST UNIT SCHOOL DIST 131																	
BOOKKEEPERS	6	6		9.74	H	16.38	H						2,880	88	720	85	1
OTHER FOOD SERVICE	4	4		8.06	H	9.14	H						2,880	88	720	85	1
CUSTODIANS	32	32		9.47	H	13.57	H						2,880	88	720	85	1 15

* SALARIES INCLUDE RETIREMENT CONTRIBUTION.
** D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
AURORA EAST UNIT SCHOOL DIST 131	(CONT.)																
ENGINEERS	28	28		14.71	H	16.76	H						2,880	88	720	85	1 15
HEALTH AIDES	4	3	1	8.97	H	10.99	H						2,880	88	720	85	1 12
LIBRARY AIDES	14	13	1	8.97	H	10.99	H						2,880	88	720	85	1 12
SECRETARIES	79	76	3	7.58	H	16.65	H						2,880	88	720	85	1
SECURITY	17	17		8.97	H	9.94	H						2,880	88	720	85	1 12
TEACHER AIDES	78	78		8.97	H	10.99	H						2,880	88	720	85	1 12
TOTAL	260	255	5														
COMM UNIT SCH DIST 300																	
BUS DRIVERS	124	96	28	8.90	H	11.40	H	2	2				2,514	40	6,171	18	1 13
CLERKS	16	14	2	18,500	Y	21,900	Y	12	13				2,514	40	6,171	62	6
CUSTODIANS	91	69	22	19,300	Y	29,200	Y	4	5				2,514	80	6,171	70	13
HEALTH AIDES	13	7	6			13.70	H		1								1
LIBRARY AIDES	19	15	4	6.60	H	8.50	H	8	7				2,497	40	6,154	17	1 13
MAINTENANCE WORKERS	13	13		23,400	Y	28,000	Y	4	5				2,514	80	6,171	70	13
MECHANICS	5	5		8.90	H	15.54	H		4				2,514	100	6,171	58	1 1
PLAYGROUND SUPERVISORS	28		28			7.10	H		1								1
SECRETARIES	69	65	4	19,700	Y	29,000	Y		7				2,514	40	6,171	82	16
SECURITY	2	2				10.00	H		2								1
TEACHER AIDES	126	122	4	7.15	H	9.70	H	8	7				2,497	40	6,154	17	1 13
OTHER ED SUPPORT STAFF	45	37	8														
TOTAL	551	445	106														
ST CHARLES C U SCHOOL DIST 303																	
BOOKKEEPERS	2	2		9.13	H	12.32	H	15	15	12.82	H	20	1,658	100	3,888	75	1 1 13
BUS DRIVERS	58	58		12.12	H	12.53	H	8	6	13.03	H	8	1,658	100	3,888	75	1 1 13
CLERKS	8	7	1	7.07	H	12.32	H	15	15	12.82	H	20	1,658	100	3,888	75	1 1 13
LIBRARY AIDES	25	17	8	7.07	H	12.32	H	15	15	12.82	H	20	1,658	100	3,888	75	1 1 13
MAINTENANCE WORKERS	18	18		10.00	H	11.50	H						1,658	100	3,888	75	13
MECHANICS	3	3				15.30	H						1,658	100	3,888	75	13
PLAYGROUND SUPERVISORS	58		58			7.75	H										
SECRETARIES	52	50	2	7.07	H	12.32	H	15	15	12.82	H	20	1,658	100	3,888	75	1 1 13
SECURITY	1	1				10.92	H						1,658	100	3,888	75	13
TEACHER AIDES	13	8	5	6.98	H	9.31	H	15	15	9.81	H	20	1,658	100	3,888	75	1 1 13
TEACHER ASSISTANTS	54	39	15	7.07	H	10.55	H	15	15	11.05	H	20	1,658	100	3,888	75	1 1 13
OTHER ED SUPPORT STAFF	10	10		6.92	H	10.89	H	15	15	11.39	H	20	1,658	100	3,888	75	1 1 13
TOTAL	298	209	89														
GENEVA COMM UNIT SCH DIST 304																	
BOOKKEEPERS	1	1				13.52	H						2,370	100	2,925	60	1 11
BUS DRIVERS		1	38	18.35	H	38.30	H	28	6								
OTHER TRANSPORTATION	2	2		11.71	H	18.63	H						2,370	100	2,925	60	1 11

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BEST COPY AVAILABLE

ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	INRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
GENEVA COMM UNIT SCH DIST 304	(CONT.)																
OTHER FOOD SERVICE	2	2		8.20	H	9.18	H						2,370	100	2,925	60	1 11
CUSTODIANS	32	32	3	9.47	H	15.08	H						2,370	100	2,925	60	1 11
HEALTH AIDES	3	3		6.80	H	9.55	H						2,370	100	2,925	60	11
LIBRARY AIDES	8	8	3	6.00	H	7.50	H						2,370	100	2,925	60	11
MAINTENANCE WORKERS	7	7		12.00	H	18.53	H						2,370	100	2,925	60	11
MECHANICS	1	1				11.38	H						2,370	100	2,925	60	11
SECRETARIES	28	25	3	6.20	H	15.88	H						2,370	100	2,925	60	11
TEACHER AIDES	4		4	6.00	H	7.00	H						2,370	100	2,925	60	11
TOTAL	88	80	49														
048 BOURBONNAIS SCHOOL DIST 53																	
BOOKKEEPERS	2	1	1	21,500	Y	33,000	Y		6				1,980	88	1,980	88	3 1 1
BUS DRIVERS	11	11	10														1
OTHER TRANSPORTATION	1	1		31,800	Y	40,800	Y		6				1,980	88	1,980	88	3 1 1
CLERKS	5	1	5	6.75	H	8.90	H		8				1,980	88	1,980	88	3 1
CUSTODIANS	14	14	1	7.10	H	29,600	Y		7				1,980	88	1,980	88	3 1 1
HEALTH AIDES	1	1		14,000	Y	21,500	Y		6				1,980	88	1,980	88	3 1 1
LIBRARY AIDES	1	1		6.75	H	8.50	H		8				1,980	88	1,980	88	3 1 1
MAINTENANCE WORKERS	2	2		25,800	Y	34,400	Y		6				1,980	88	1,980	88	3 1 1
MECHANICS	1	1		25,800	Y	34,400	Y		6				1,980	88	1,980	88	3 1 1
SECRETARIES	13	13		14,000	Y	33,000	Y		6				1,980	88	1,980	88	3 1 1
TEACHER ASSISTANTS	33	29	4	6.75	H	8.90	H		8				1,980	88	1,980	88	3 1
TOTAL	84	75	21														
KANKAKEE SCHOOL DIST 111																	
BOOKKEEPERS	2	2		18,275	Y	28,650	Y	10	1				2,267	100	5,837	75	3 11
CLERKS	7	7	10	13,325	Y	22,700	Y	10	1				2,267	100	5,837	75	3 11
COOKS	23	18	5	8.37	H	9.73	H		2	1.50	Y	20	2,267	100	5,837	75	3 15
OTHER FOOD SERVICE	41		43	7.43	H	7.85	H		2				2,267	100	5,837	75	3 15
CUSTODIANS	40	40		17,538	Y	23,793	Y	3	3				2,267	100	5,837	75	3 15
HEALTH AIDES	2	2		9,180	Y	13,765	Y	4	1				2,267	100	5,837	75	3 12
LIBRARY AIDES	2	2		9,180	Y	13,765	Y	4	1				2,267	100	5,837	75	3 12
MAINTENANCE WORKERS	5	5				19.07	H						2,267	100	5,837	75	3 16
SECRETARIES	48	46		12,600	Y	28,650	Y	10	4				2,267	100	5,837	75	3 11
TEACHER AIDES	73	71	2	7.05	H	13,765	Y	4					2,267	100	5,837	75	3 12
TEACHER ASSISTANTS			17	7.05	H	8.75	H	4									2
OTHER ED SUPPORT STAFF	18	18															
TOTAL	257	209	77														
047 OSWEGO COMM UNIT SCHOOL DIST 308																	
BOOKKEEPERS	2	2		18,000	Y	40,000	Y						2,216	83	7,280	79	3 1 11
BUS DRIVERS	38	35	3	8.25	H	10.40	H	6	1	10.70	H	7	2,192	51	7,280	12	3 1 11

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CTY	NAME OF DISTRICT	INRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	OSWEGO COMM UNIT SCHOOL DIST 308	(CONT.)																
	OTHER TRANSPORTATION	10	9	1	5.70	H	7.95	H	6					2,192	51	7,280	12	3 1 11
	CLERKS	5	5		5.30	H	7.82	H	10					2,192	83	7,280	7	3 1 11
	CUSTODIANS	28	27	1	8.00	H	10.27	H	6	1				2,208	100	5,050	28	3 1 113
	HEALTH AIDES	8	6		8.10	H	12.15	H	9	2				2,192	83	7,280	7	3 1 11
	LIBRARY AIDES	8	6		5.30	H	7.82	H	10	2				2,192	83	7,280	7	3 1 11
	MAINTENANCE WORKERS	9	9		17,000	Y	35,000	Y						2,218	83	7,280	79	3 1 11
	SECRETARIES	22	22		10,000	Y	40,000	Y		4				2,218	83	7,280	79	3 1 11
	TEACHER AIDES	31	29	2	5.30	H	7.82	H	10	2				2,192	83	7,280	7	3 1 11
	TOTAL	157	150	7														
018	GALESBURG C U SCHOOL DIST 205																	
	BOOKKEEPERS	1	1				33,800	Y						1,920	90	2,304		31 11
	BUS DRIVERS	4	4				7.75	H						1,920	90	2,304		31 11
	COOKS	15	12	3	6.40	H	8.00	H						1,920	90	2,304		31 11
	OTHER FOOD SERVICE	40	6	61	4.65	H	9.50	H						1,920	90	2,304		31 11
	CUSTODIANS	33	30	3	9.10	H	11.35	H						1,920	90	2,304		31 1 11
	MAINTENANCE WORKERS	12	12		9.10	H	16.10	H						1,920	90	2,304		31 1 11
	SECRETARIES	37	34	3	5.75	H	10.75	H						1,920	90	2,304		31 11
	TEACHER AIDES	13	7	20	5.70	H	8.70	H						1,920	90	2,304		31 1 11
	TEACHER ASSISTANTS	53	51	8	5.70	H	8.70	H						1,920	90	2,304		31 1 11
	OTHER ED SUPPORT STAFF	13	11	11	5.70	H	38,000	Y						1,920	90	2,304		31 11
	TOTAL	221	168	109														
019	ZION ELEMENTARY SCHOOL DISTRICT 6																	
	BOOKKEEPERS	1	1				9.00	H						2,577	100	4,510	63	3 1 11
	CLERKS			1			8.43	H	2									
	COOKS	3	3		6.35	H	9.66	H	15		9.81	H	15	2,577	100	4,510	63	3 1 11
	OTHER FOOD SERVICE	5	1	21	6.00	H	16.93	H	30		17.23	H	30	2,577	100	4,510	63	3 1 11
	CUSTODIANS	13	12	9	6.50	H	16.35	H						2,577	100	4,510	63	3 1 11
	HEALTH ASSISTANTS			5	6.50	H	13.10	H	8									
	LIBRARY AIDES	5	5		6.87	H	12.33	H	16		12.48	H	17	2,577	100	4,510	63	3 1 11
	MAINTENANCE WORKERS	1	1				17.66	H	5					2,577	100	4,510	63	3 1 11
	PLAYGROUND SUPERVISORS			9	6.00	H	8.21	H	8									
	SECRETARIES	14	12	2	8.60	H	19.87	H	28		20.12	H	28	2,577	100	4,510	63	3 1 11
	SECURITY	25	25		6.20	H	12.82	H	10		12.92	H	10	2,577	100	4,510	63	3 1 11
	TEACHER AIDES	1	1				10.00	H						2,577	100	4,510	63	3 1 11
	OTHER ED SUPPORT STAFF	2	2		9.00	H	15.46	H	8		15.71	H	28	2,577	100	4,510	63	3 1 11
	TOTAL	70	63	47														
	WOODLAND C C SCHOOL DIST 50																	
	BOOKKEEPERS	1	1				13.10	H						2,447	100	8,087	55	3 1 1
	BUS DRIVERS	50	50	22			49.50	T						2,447	100	8,087	55	3 1 1 12

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	INRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
WOODLAND C C SCHOOL DIST 50	(CONT.)																
OTHER TRANSPORTATION	3	3				12.00	H						2,447	100	6,087	55	3 1 1 12
CLERKS	10	10				6.05	H						2,447	100	6,087	55	3 1 1 12
OTHER FOOD SERVICE	2		2			6.05	H						2,447	50	6,087	55	3 1 1 12
CUSTODIANS	11	11				7.15	H						2,447	100	6,087	55	3 1 1 12
HEALTH AIDES	5	5				6.05	H						2,447	100	6,087	55	3 1 1 12
LIBRARY AIDES	8	8				6.05	H						2,447	100	6,087	55	3 1 1 12
MAINTENANCE WORKERS	7	7				8.20	H						2,447	100	6,087	55	3 1 1 12
MECHANICS	2	2				8.20	H						2,447	100	6,087	55	3 1 1 12
PLAYGROUND SUPERVISORS			14			6.05	H										1 1 2
SECRETARIES	7	7				7.15	H						2,447	100	6,087	55	3 1 1 12
TEACHER AIDES	23	23				7.40	H						2,447	100	6,087	55	3 1 1 12
OTHER ED SUPPORT STAFF	8	7	1			6.05	H						2,447	100	6,087	55	3 1 1 12
TOTAL	135	132	39														
WAUKEGAN C U SCHOOL DIST 60																	
COOKS	12	12		7.87	H	10.88	H		5	3.00	Y	15	2,028	100	3,240	5	1 16
OTHER FOOD SERVICE	48	48	19	7.12	H	9.23	H			3.00	Y	15	2,028	100	3,240	5	1 18
CUSTODIANS	89	81	8	12.50	H	16.55	H		8	4.00	Y	15	2,028	100	3,240	5	1 16
LIBRARY AIDES	10	10	9	5.85	H	10.10	H		18				2,028	100	3,240	4	1 1 1 12
MAINTENANCE WORKERS	22	22	2	16.55	H	16.87	H		3	4.00	Y	15	2,028	100	3,240	32	1 16
PLAYGROUND SUPERVISORS			52	5.60	H	7.27	H										
SECRETARIES	94	91	3	7.55	H	14.65	H		14	7.50	Y	15	2,028	100	3,240	4	1 1 1 12
SECURITY	48	48	10	5.85	H	10.85	H		18				2,028	100	3,240	4	1 1 1 12
TEACHER AIDES	128	128	19	5.85	H	13.60	H						2,028	100	3,240	4	1 1 1 12
OTHER ED SUPPORT STAFF	24	25	64	19,582	Y	88,790	Y			750	Y	15	2,028	100	3,240		1 1
TOTAL	451	441	188														
LAKE FOREST SCHOOL DIST 67																	
BOOKKEEPERS	2	2		12.09	H	16.62	H	10	10				1,776	97	2,880		31 1 1 115
CLERKS	6	6		7.05	H	10.08	H	10	10				1,776	97	2,880		31 1 1 115
COOKS	2	1	1	7.05	H	10.08	H	10	10				1,776	97	2,880		31 1 1 115
CUSTODIANS	8	8		10.08	H	14.11	H	10	10				1,776	97	2,880		31 1 1 115
HEALTH AIDES	1	1		7.05	H	10.08	H	10	10				1,776	97	2,880		31 1 1 115
MAINTENANCE WORKERS	2	2		12.09	H	16.62	H	10	10				1,776	97	2,880		31 1 1 115
OTHER ED SUPPORT STAFF	11	11		10.08	H	15.11	H	10	10				1,776	97	2,880		31 1 1 115
TOTAL	32	31	1														
LIBERTYVILLE SCHOOL DIST 70																	
BOOKKEEPERS	2	2		9.75	H	22.47	H						2,448	100	3,832	63	1 1
COOKS	4		4	8.52	H	12.44	H										
CUSTODIANS	18	18		8.78	H	17.24	H						2,448	100	3,832	63	1 1
HEALTH AIDES	4	4		14.11	H	19.23	H						2,448	100	3,832	63	1 1

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CTY NAME OF DISTRICT	INRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
LIBERTYVILLE SCHOOL DIST 70	(CONT.)																
LIBRARY AIDES	6	6		8.78	H	15.31	H						2,448	100	3,832	63	1 1
MAINTENANCE WORKERS	3	3		12.44	H	20.90	H						2,448	100	3,832	63	1 1
PLAYGROUND SUPERVISORS	18		18	8.78	H	14.11	H										
SECRETARIES	11	11		8.52	H	20.84	H						2,448	100	3,832	63	1 1
TEACHER AIDES	28	24	2	8.78	H	15.31	H						2,448	100	3,832	63	1 1
TOTAL	88	66	22														
HAWTHORN C C SCHOOL DIST 73																	
BOOKKEEPERS	3	3		8.75	H	18.80	H						2,948	100	4,265	25	11
CLERKS	15	15	3	7.50	H	12.65	H										11
COOKS	7	7		8.15	H	13.80	H										11
CUSTODIANS	15	15		8.95	H	24.75	H						2,948	100	4,265	25	11
HEALTH AIDES	4	3	3	11.35	H	13.90	H										11
LIBRARY AIDES	6	6		8.35	H	13.40	H										11
MAINTENANCE WORKERS	3	3		9.14	H	24.00	H						2,948	100	4,265	25	11
PLAYGROUND SUPERVISORS	11	11	15	6.90	H	11.20	H										11
SECRETARIES	15	14	1	8.25	H	18.95	H						2,948	100	4,265	25	11
TEACHER AIDES	35	35	3	8.35	H	13.40	H										11
TOTAL	114	112	25														
MUNDELEIN ELEM SCHOOL DIST 75																	
BOOKKEEPERS	2	2		9.85	H	11.51	H	5		14.41	H	8	3,800	97	6,814	30	11 11
BUS DRIVERS	9		9	9.15	H	14.95	H	15					3,800	97	6,814	30	11 11
CLERKS	4	3	1	7.11	H	8.30	H	5					3,800	97	6,814	30	11 11
COOKS	3	1	2	5.60	H	10.43	H						3,800	97	6,814	30	11 11
CUSTODIANS	8	8		7.88	H	11.24	H						3,800	97	6,814	30	11 11
HEALTH ASSISTANTS	2		2	12.00	H	13.44	H	8					3,800	97	6,814	30	11 11
LIBRARY AIDES	3	3		7.98	H	9.88	H	12					3,800	97	6,814	30	11 11
MAINTENANCE WORKERS	3	3		10.00	H	54,070	Y	10					3,800	97	6,814	30	11 11
PLAYGROUND SUPERVISORS			8			12.50	H										
SECRETARIES	10	9	1	7.89	H	9.21	H			15.54	H	24	3,800	97	6,814	30	11 11
TEACHER AIDES	19	13	6	7.98	H	12.93	H	24					3,800	97	6,814	30	11 11
TOTAL	81	40	27														
KILDEER COUNTRYSIDE C C S DIST 96																	
BOOKKEEPERS	1	1		9.60	H	20.55	H										
CLERKS	12	10	2	8.55	H	11.78	H										
OTHER FOOD SERVICE	3		3														
CUSTODIANS	21	17	4	8.50	H	20.89	H										
HEALTH AIDES	5	4	1	8.90	H	12.18	H										
LIBRARY AIDES	5	5		7.55	H	8.87	H										
SECRETARIES	14	14		9.50	H	20.20	H										

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	INSTR	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	KILDEER COUNTRYSIDE C C S DIST 96 (CONT.)																	
	TEACHER AIDES	44	33	11	7.55	H	8.84	H										
	OTHER ED SUPPORT STAFF	1		1														
	TOTAL	108	84	22														
	APTAKISIC-TRIPP C C S DIST 102																	
	BOOKKEEPERS	1	1				18.43	H						3,281	100	4,887		1
	BUS DRIVERS	2	2		10.00	H	15.37	H						3,281	100	4,887		1
	CLERKS	4	2	2	7.30	H	11.81	H						3,281	100	4,887		1
	CUSTODIANS	18	18		8.00	H	12.62	H						3,281	100	4,887		1 3
	HEALTH AIDES	5	3	2	10.00	H	14.08	H						3,281	100	4,887		1
	LIBRARY AIDES	4	4		7.50	H	7.88	H						3,281	100	4,887		1
	MAINTENANCE WORKERS	2	2		13.00	H	16.70	H						3,281	100	4,887		1 3
	PLAYGROUND SUPERVISORS			18	6.00	H	8.85	H										
	SECRETARIES	14	14		10.00	H	17.89	H						3,281	100	4,887		1
	TEACHER AIDES	30	28	2	7.50	H	11.03	H						3,281	100	4,887		1
	TOTAL	80	74	22														
	DEERFIELD SCHOOL DIST 109																	
	BOOKKEEPERS	2	2											3,092	100	4,525	38	1 11
	HEALTH AIDES	5	5											3,092	100	4,525	38	1 11
	LIBRARY AIDES	14	9	5										3,092	100	4,525	38	1 11
	MAINTENANCE WORKERS	3	3											3,092	100	4,525	38	1 11
	SECRETARIES	16	15	1										3,092	100	4,525	38	1 11
	TEACHER AIDES	38	34	4										3,092	100	4,525	38	1 11
	TOTAL	78	68	10														
	NORTH SHORE SD 112																	
	BOOKKEEPERS	5	5		12.48	H	14.56	H			17.34	H		2,881	100			3 1 113
	BUS DRIVERS	30	30		10.31	H	11.29	H			15.47	H		2,881	100			3 115
	CLERKS	8	5	1	9.36	H	11.44	H			16.99	H		2,881	100			3 1 113
	CUSTODIANS	15	15		10.40	H	12.48	H			22.72	H		2,881	100			3 1 113
	HEALTH AIDES	3	2	1	9.36	H	11.44	H			16.02	H		2,881	100			3 1 113
	HEALTH ASSISTANTS	9	3	6	14.56	H	17.89	H			27.67	H		2,881	100			3 1 113
	LIBRARY AIDES	16	11	5	9.36	H	12.48	H			18.81	H		2,881	100			3 1 113
	MAINTENANCE WORKERS	4	4		17.68	H	19.24	H			25.47	H		2,881	100			3 1 113
	PLAYGROUND SUPERVISORS			22			20.00	H										
	SECRETARIES	25	25		12.48	H	16.64	H			23.02	H		2,881	100			3 1 113
	TEACHER ASSISTANTS	43	39	4	9.36	H	12.48	H			15.95	H		2,881	100			3 1 113
	TOTAL	158	139	39														
	TOWNSHIP HIGH SCHOOL DIST 113																	
	ATTENDANCE OFFICERS	2	2		11.65	H	15.65	H	15	15	17.47	H	21	2,256	100	5,796	81	1 11

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BEST COPY AVAILABLE

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
TOWNSHIP HIGH SCHOOL DIST 113	(CONT.)																
BOOKKEEPERS	2	2		12.45	H	18.73	H	15	15								1 11
BUS DRIVERS	25	25		10.31	H	15.47	H	3	3								
CLERKS	31	26	5	10.92	H	14.68	H	15	15	16.61	H	22					1 11
CUSTODIANS	37	32	5	31,935	Y	39,463	Y	9	9								1 1 11
LIBRARY AIDES	8	8		14.00	H	18.34	H	10	10								1 1 11
MAINTENANCE WORKERS	13	13		36,629	Y	45,182	Y	9	9								1 1 11
MECHANICS	3	3		41,113	Y	50,601	Y	9	9								1 1 11
SECRETARIES	18	18		12.45	H	16.73	H	15	15	19.97	H	28					1 11
SECURITY	6	4	2	24,290	Y	30,278	Y	9	9								1 1 11
TEACHER AIDES	14	8	6	8.95	H	12.58	H	10	10								1 1 11
TEACHER ASSISTANTS	52	42	10	14.00	H	18.34	H	10	10								1 1 11
TOTAL	211	183	28														
LAKE FOREST COMM H S DISTRICT 115																	
ATTENDANCE OFFICERS	2	2		13.34	H	14.79	H						3,029	100	4,665	53	1 11
BOOKKEEPERS	3	3		14.25	H	21.80	H						3,029	100	4,665	53	1 11
COOKS	2	2		11.00	H	11.82	H						3,029	100	4,665	53	1 11
OTHER FOOD SERVICE	8	4	6	7.00	H	23.40	H						3,029	100	4,665	53	1 11
CUSTODIANS	24	24		13.91	H	21.00	H						3,029	100	4,665	53	1 11
ENGINEERS	4	3	1	20.40	H	25.00	H						3,029	100	4,665	53	1 11
HEALTH AIDES	1	1				21.17	H						3,029	100	4,665	53	1 11
LIBRARY AIDES	2	2		13.84	H	14.04	H						3,029	100	4,665	53	1 11
MAINTENANCE WORKERS	1	1				19.29	H						3,029	100	4,665	53	1 11
SECRETARIES	22	17	5	9.00	H	18.98	H						3,029	100	4,665	53	1 11
SECURITY	2		2	12.38	H	12.91	H										1
TEACHER AIDES	8	7	1	11.25	H	16.83	H						3,029	100	4,665	53	1 11
TEACHER ASSISTANTS	12	6	7	11.00	H	22.51	H						3,029	100	4,665	53	1 11
OTHER ED SUPPORT STAFF	5	5		13.91	H	22.02	H						3,029	100	4,665	53	1 11
TOTAL	98	77	22														
ROUND LAKE AREA SCHS - DIST 116																	
ATTENDANCE OFFICERS	1		1	7.04	H	13.91	H	9	10	14.30	H	20	3,132	100	6,576	8	1 1 11 13
BUS DRIVERS	23	18	5	9.00	H	19.20	H	12	13	20.20	H	13	3,132	100	6,576		1 1 11 13
OTHER TRANSPORTATION	1	1				23,000	Y						3,132	100	6,576	8	
CLERKS	14	14		7.78	H	11.93	H	10	11	14.25	H	16	3,132	100	6,576	8	1 11 13
CUSTODIANS	24	23	1	7.70	H	13.56	H	17	18				3,132	100	6,576	8	1 1 11 15
HEALTH ASSISTANTS	7	7		7.04	H	13.91	H	9	10				3,132	100	6,576	8	1 1 11 13
LIBRARY AIDES	8	8		7.04	H	13.91	H	9	10				3,132	100	6,576	8	1 1 11 13
MAINTENANCE WORKERS	5	5		10.00	H	12.50	H	3	5								
MECHANICS	1	1				12.00	H						3,132	100	6,576		1 1 11 13
SECRETARIES	23	22	1	8.82	H	14.63	H	10	11	16.98	H	16	3,132	100	6,576	8	1 11 13
SECURITY	3	2	1	7.04	H	13.91	H	9	10								

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
ROUND LAKE AREA SCHS - DIST 116	(CONT.)																
TEACHER ASSISTANTS	54	47	7	7.04	H	13.91	H	9	10	15.01	H		3,132	100	6,576	8	1 1 11 13
OTHER ED SUPPORT STAFF	2	2				40,000	Y						3,132	100	6,576	8	1 1 1
TOTAL	188	150	18														
MUNDELEIN CONS HIGH SCH DIST 120																	
ATTENDANCE OFFICERS	1	1				11,850	Y						2,355	75	8,383	75	3 1
BOOKKEEPERS	2	2		18,175	Y	36,015	Y						2,355	100	8,383	50	3 1
COOKS	11		11	6.23	H	9.95	H						2,355	100	8,383	50	3 1
OTHER FOOD SERVICE	1	1				27,958	Y						2,355	100	8,383	50	3 1
CUSTODIANS	12	12		8.00	H	12.30	H						2,355	100	8,383	50	3 1
LIBRARY AIDES	1		1			9.30	H						2,355	75	8,383	75	3 1
MAINTENANCE WORKERS	4	4		12.80	H	24.11	H						2,355	100	8,383	50	3 1
SECRETARIES	20	19	1	7,740	Y	36,753	Y						2,355	100	8,383	75	3 1
SECURITY	4	3	1	7.68	H	9.33	H						2,355	75	8,383	75	3 1
TEACHER AIDES	8	7	1	8.50	H	11.50	H						2,355	75	8,383	75	3 1
OTHER ED SUPPORT STAFF	4	3	1	12.97	H	33,390	Y						2,355	100	8,383	75	3 1
TOTAL	88	52	18														
ADLAI E STEVENSON DIST 125																	
ATTENDANCE OFFICERS	3	3		8.75	H	11.38	H						2,925	100	4,592		1 113
BOOKKEEPERS	8	8		9.50	H	22.00	H						2,925	100	4,592		1 113
BUS DRIVERS	2	2		8.50	H	10.68	H						2,925	100	4,592		1 113
HEALTH AIDES	2	2		14.00	H	22.72	H						2,925	100	4,592		1 113
HEALTH ASSISTANTS	1		1	7.00	H	9.24	H						2,925	100	4,592		1 113
LIBRARY AIDES	4	4		8.75	H	11.41	H						2,925	100	4,592		1 113
SECRETARIES	43	35	8	8.75	H	20.91	H						2,925	100	4,592		1 113
SECURITY	14	11	3	8.50	H	17.08	H						2,925	100	4,592		1 113
TEACHER AIDES	17	17		10.00	H	12.41	H						2,925	100	4,592		1 113
OTHER ED SUPPORT STAFF	22	19	3	8.50	H	19.77	H						2,925	100	4,592		1 113
TOTAL	114	99	15														
ZION-BENTON TWP H S DIST 126																	
ATTENDANCE OFFICERS	3	3		10,088	Y	30,413	Y						1,858	100	4,536	36	3 1 112
BOOKKEEPERS	1	1		10,088	Y	35,078	Y						1,858	100	4,536	36	3 1 11
BUS DRIVERS	29		31	11.83	H	12.83	H									3	11
OTHER TRANSPORTATION			2	8.28	H	8.57	H									3	11
CLERKS	1	1				47,570	Y						1,858	100	4,536	36	3 11
COOKS	15	8	10	5.50	H	12.29	H						1,858	100	4,536	36	3 11
OTHER FOOD SERVICE	1	1				12.72	H						1,858	100	4,536	36	3 11
CUSTODIANS	8	8		13.27	H	13.92	H						1,858	100	4,536	36	3 11
HEALTH AIDES	1	1		10,088	Y	27,148	Y						1,858	100	4,536	36	3 1 112
LIBRARY AIDES	4	4		10,088	Y	24,449	Y						1,858	100	4,536	36	3 1 112

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	ZION-BENTON TWP H S DIST 128	(CONT.)																
	MAINTENANCE WORKERS	7	7		28,788	Y	33,051	Y						1,656	100	4,536	36	3 11
	MECHANICS	4	3	1	10,276	Y	42,058	Y						1,656	100	4,536	36	3 11
	SECRETARIES	19	19		10,088	Y	35,520	Y						1,656	100	4,536	36	3 1 112
	SECURITY	7	7	3	4,400	Y	40,000	Y						1,656	100	4,536	36	3 1 112
	TEACHER AIDES	5	5		9,545	Y	19,508	Y						1,656	100	4,536	36	3 1 112
	OTHER ED SUPPORT STAFF	3	3		23,025	Y	37,783	Y						1,656	100	4,536	80	3 1 112
	TOTAL	106	67	47														
	LIBERTYVILLE COMM H SCH DIST 128																	
	BOOKKEEPERS	5	3	2	10.50	H	18.17	H						2,609	100	3,822	63	1 11
	CLERKS	9	9		10.45	H	14.56	H						2,609	100	3,822	63	1 11
	COOKS	3	3		13.30	H	14.56	H						2,609	100	3,822	63	1 11
	OTHER FOOD SERVICE	7	6	1	8.53	H	31,800	Y						2,609	100	3,822	63	1 11
	CUSTODIANS	13	13		15.30	H	15.74	H						2,609	100	3,822	63	1 11
	LIBRARY AIDES	3	3		11.42	H	13.75	H						2,609	100	3,822	63	1 11
	MAINTENANCE WORKERS	3	3		15.94	H	17.75	H						2,609	100	3,822	63	1 11
	SECRETARIES	13	13		10.60	H	18.46	H		2				2,609	100	3,822	63	1 11
	SECURITY	8	4	4	9.60	H	13.13	H						2,609	100	3,822	63	1 11
	TEACHER AIDES	5	4	1	10.60	H	12.74	H						2,609	100	3,822	63	1 11
	TEACHER ASSISTANTS	5		5	9.45	H	10.57	H						2,609	100	3,822	63	
	OTHER ED SUPPORT STAFF	7	6	1	11.51	H	20.19	H		3				2,609	100	3,822	63	1 11
	TOTAL	81	67	14														
	BARRINGTON C U SCHOOL DIST 220																	
	ATTENDANCE OFFICERS	3	3		8.39	H	11.34	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	CLERKS	10	8	2	8.39	H	11.34	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	OTHER FOOD SERVICE	5	5		7.77	H	10.51	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	CUSTODIANS	32	31	1	9.95	H	13.45	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	HEALTH AIDES	8	8		9.92	H	13.42	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	LIBRARY AIDES	17	16	1	8.94	H	12.08	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	MAINTENANCE WORKERS	12	12		12.15	H	16.43	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	SECRETARIES	50	46	4	9.92	H	13.42	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	TEACHER AIDES	53	34	19	8.94	H	12.08	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	OTHER ED SUPPORT STAFF	42	34	8	5.65	H	7.64	H	11		6.75	Y	25	3,288	100	6,075	50	1 1 1 13
	TOTAL	232	197	35														
	SPEC EDUC DIST LAKE COUNTY/SEDOL																	
	BOOKKEEPERS		2		10.90	H	18.88	H	20	20	21.38	H	30	1,988	85	5,243	32	3 11
	CLERKS		3		10.70	H	17.14	H	16	16	19.64	H	30	1,988	85	5,243	32	3 11
	CUSTODIANS		10		8.30	H	15.88	H	14	14	18.38	H	25	1,988	85	5,243	32	3 11
	MAINTENANCE WORKERS		4		12.40	H	17.63	H	14	14	20.13	H	25	1,988	85	5,243	32	3 11
	SECRETARIES		38		6.50	H	18.88	H	20	20	21.38	H	30	1,988	85	5,243	32	3 11

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	SPEC EDUC DIST LAKE COUNTY/SEDOL	(CONT.)																
	TEACHER ASSISTANTS		238	4	8.31	H	7.99	H	5	5	10.84	H	25	1,988	87	5,243	32	11 113
	OTHER ED SUPPORT STAFF		17		8.59	H	11.82	H	5	5	14.80	H	25	1,988	87	5,243	32	11 113
	TOTAL		312	4														
050	STREATOR ELEM SCHOOL DIST 44																	
	BOOKKEEPERS	1	1				21,731	Y						2,339	100	5,587	80	2 1 11
	COOKS	7	7		8.41	H	23,293	Y						2,339	100	5,587	80	3 1 11
	OTHER FOOD SERVICE	10	10		7.40	H	8.83	H										
	CUSTODIANS	12	12		19,085	Y	32,817	Y						2,339	100	5,587	80	3 1 113
	HEALTH ASSISTANTS	1		1			13.00	H									3	
	LIBRARY AIDES	2	2		7.10	H	18,907	Y						2,339	100	5,587	80	2 1 11
	MAINTENANCE WORKERS	1	1				33,447	Y						2,339	100	5,587	80	3 1 113
	PLAYGROUND SUPERVISORS	14	14		8.41	H	10.99	H										
	SECRETARIES	11	11		15,159	Y	26,032	Y						2,339	100	5,587	80	2 1 11
	TEACHER AIDES	33	33		49.36	D	11,682	Y						2,339	100	5,587	80	3 11
	OTHER ED SUPPORT STAFF	2	2		20,183	Y	30,407	Y						2,339	100	5,587	80	3 1 11
	TOTAL	94	93	1														
	OTTAWA ELEM SCHOOL DIST 141																	
	BOOKKEEPERS	1	1				37,640	Y						2,970	100	8,998	100	
	BUS DRIVERS	24	1	23	9.00	H	9.40	H	1	1				2,970	50	8,998	25	1 1
	OTHER TRANSPORTATION	1	1				32,188	Y						2,970	100	8,998	50	1 1
	COOKS	8	8				11,577	Y						2,970	100	8,998	50	1 1
	OTHER FOOD SERVICE	1	1				15,500	Y						2,970	100	8,998	50	1 1
	CUSTODIANS	14	14		20,922	Y	31,147	Y	10	8				2,970	100	8,998	50	1 16
	HEALTH AIDES	1	1				26,278	Y						2,970	100	8,998	50	1 1
	LIBRARY AIDES	4	4		6.82	H	12.77	H	16	16				2,970	100	8,998	50	1 13
	MAINTENANCE WORKERS	3	3		27,217	Y	35,307	Y	10	8				2,970	100	8,998	50	1 16
	MECHANICS	1	1				31,981	Y						2,970	100	8,998	100	1 1
	SECRETARIES	11	11		8.11	H	10.97	H	11	11				2,970	100	8,998	50	1 16
	TEACHER AIDES	25	25		6.82	H	12.77	H	16	16				2,970	100	8,998	50	1 13
	OTHER ED SUPPORT STAFF	1	1		5.85	H	7.65	H	1	1				2,970	100	8,998	50	1 1
	TOTAL	95	72	23														
051	LAWRENCE CO C U DISTRICT 20																	
	BOOKKEEPERS	1	1				9.09	H						2,739	100	6,240	44	11
	BUS DRIVERS	15		15	13.16	T	19.44	T						2,739	100	6,240	44	11
	COOKS	7	2	5	5.55	H	10.58	H						2,739	100	6,240	44	11
	OTHER FOOD SERVICE	5		5	5.55	H	10.54	H						2,739	100	6,240	44	11
	CUSTODIANS	14	11	3	7.22	H	9.73	H						2,739	100	6,240	44	11
	ENGINEERS	1	1				17.94	H						2,739	100	6,240	44	11
	MAINTENANCE WORKERS	2	2		10.10	H	10.60	H						2,739	100	6,240	44	11

* SALARIES INCLUDE RETIREMENT CONTRIBUTION.
** D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	LAWRENCE CO C U DISTRICT 20	(CONT.)																
	MECHANICS	2	2		7.72	H	14.94	H						2,739	100	6,240	44	11
	SECRETARIES	13	13		5.55	H	12.72	H						2,739	100	6,240	44	11
	TEACHER AIDES	15	15		42.70	D	69.45	D						2,739	100	6,240	44	11
	OTHER ED SUPPORT STAFF	1	1				20,000	Y						2,739	100	6,240	44	11
	TOTAL	78	48	28														
052	DIXON UNIT SCHOOL DIST 170																	
	ATTENDANCE OFFICERS			1			3,700	Y										1
	BOOKKEEPERS	3	3		8.40	H	19.28	H						1,581	100	4,051	100	111
	COOKS	7	7	1	5.92	H	10.05	H						1,581	100	4,051	100	111
	OTHER FOOD SERVICE	1		7	6.48	H	8.75	H						1,581	100	4,051	100	11
	CUSTODIANS	18	15	9	7.03	H	14.88	H						1,581	100	4,051	100	111
	HEALTH AIDES	5	5		5.38	H	12.98	H						1,581	100	4,051	100	111
	LIBRARY AIDES	6	6		7.03	H	12.19	H						1,581	100	4,051	100	111
	MAINTENANCE WORKERS	3	3		11.17	H	15.64	H						1,581	100	4,051	100	111
	PLAYGROUND SUPERVISORS			28			8.75	H										11
	SECRETARIES	15	15		6.49	H	21.57	H						1,581	100	4,051	100	111
	TEACHER AIDES	34	33	2	5.38	H	8.91	H						1,581	100	4,051	100	111
	OTHER ED SUPPORT STAFF	3	3	3	5.46	H	42,400	Y						1,581	100	4,051	100	111
	TOTAL	95	90	51														
057	ROXANA COMM UNIT SCHOOL DIST 1																	
	ATTENDANCE OFFICERS	1	1				11.52	H			14.37	H	7	2,230	24	3,899	3	1 11
	BOOKKEEPERS	2	2				13.89	H						2,230	24	3,899	3	1 11
	BUS DRIVERS	11		13			9.68	H			12.28	H	8				3	11
	OTHER TRANSPORTATION	1	1				27,962	Y						2,330	98	3,898	2	1 11
	COOKS	13	1	12	9.25	H	10.83	H		5							3	1 11
	OTHER FOOD SERVICE	1	1				31,591	Y						2,230	100	3,899	15 3	1 11
	CUSTODIANS	15	15				25,771	Y			28,392	Y	5	2,330	98	3,898	2	1 1 115
	HEALTH ASSISTANTS	1		1			9.79	H			12.53	H	7				3	1 11
	LIBRARY AIDES	4	4				10.41	H			13.28	H	7	2,230	24	3,899	3	1 11
	MAINTENANCE WORKERS	7	7		28,683	Y	42,116	Y					5	2,330	98	3,898	2	1 1 115
	PLAYGROUND SUPERVISORS	1		2			8.38	H			9.72	H	4				3	11
	SECRETARIES	11	10	1	9.79	H	10.41	H		3	13.25	H	7	2,230	24	3,899	3	1 11
	TEACHER AIDES	18	2	19			9.68	H			11.56	H	5				3	1 11
	OTHER ED SUPPORT STAFF			7	5.00	H	8.38	H		2	9.72	H	4					11
	TOTAL	84	44	55														
	TRIAD COMM UNIT SCHOOL DIST 2																	
	BUS DRIVERS	23		24			7.50	H	10	4	8.75	H	11				3	
	OTHER TRANSPORTATION	1		3	10.00	H	12.50	H	1	1	0						3	
	CUSTODIANS	18	14	2			8.60	H	13	8	11.20	H	14	2,292	100	4,958	52 3	113

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** D=DAILY,H=HOURLY,M=MONTHLY,T=PER TRIP,W=WEEKLY,Y=YEARLY.

ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	INRF	FULL TIME	PART TIME	BEG SALARY ** D	MAX SALARY ** D	YR	PG	HIGH. LONG. ** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
TRIAD COMM UNIT SCHOOL DIST 2	(CONT.)													
LIBRARY AIDES	1		1		7.45 H	7	7	8.35 H	8					3 13
MAINTENANCE WORKERS	2	2		8.20 H	10.10 H	13	8	12.70 H	14	2,292	100	4,956	52	3 113
PLAYGROUND SUPERVISORS			8		5.75 H	1	1	0						
SECRETARIES	14	14			8.22 H	25	25	12.78 H	28	2,292	100	4,956	52	3 113
SECURITY	1		1		7.80 H	1	1	0						3 1
TEACHER ASSISTANTS	38		41		7.45 H	7	7	8.35 H	8					3 13
TOTAL	94	30	80											
HIGHLAND COMM UNIT SCH DIST 5														
BOOKKEEPERS	2	2		7.80 H	13.85 H	20	13			2,358	75	2,664	75	3 11
CUSTODIANS	18	15	3	7.53 H	11.90 H	6	7			2,358	75	2,664	75	3 113
MAINTENANCE WORKERS	3	3		7.83 H	15.10 H	6	7			2,358	75	2,664	75	3 113
PLAYGROUND SUPERVISORS			1		6.00 H		1							1
SECRETARIES	21	17	5	7.10 H	12.35 H	20	13			2,358	75	2,664	75	3 11
TEACHER AIDES	24	21	4		10,384 Y		1			2,358	75	2,664	75	3 1
OTHER ED SUPPORT STAFF			1		6.00 H		1							1
TOTAL	68	58	14											
EDWARDSVILLE C U SCHOOL DIST 7														
COOKS	29	12	38	6.29 H	9.24 H					2,124	100	2,316		1 1113
OTHER FOOD SERVICE	1	1								2,124	100	2,316		
CUSTODIANS	37	33	4	7.93 H	11.92 H					2,124	100	2,316		1 1113
MAINTENANCE WORKERS	4	4		8.95 H	13.26 H					2,124	100	2,316		1 1113
PLAYGROUND SUPERVISORS	3	2	21	5.62 H	7.03 H					2,124	100	2,316		1 1113
SECRETARIES	51	34	17	6.27 H	10.89 H					2,124	100	2,316		1 1112
TEACHER ASSISTANTS	88	2	98	5.98 H	8.55 H					2,124	100	2,316		1 1113
OTHER ED SUPPORT STAFF	1	1								2,124	100	2,316		1 111
TOTAL	214	89	174											
BETHALTO C U SCHOOL DIST 8														
ATTENDANCE OFFICERS	1	1		6.70 H	11.49 H	7	7			2,817	80	7,044	45	3 111
BOOKKEEPERS	3	3		23,350 Y	24,590 Y	7	7			2,817	80	7,044	45	3 111
BUS DRIVERS	14	22	2	8.80 H	11.49 H	4	4			2,817	80	7,044	45	3 111
OTHER TRANSPORTATION	3	3	1	6.25 H	7.87 H	4	4			2,817	80	7,044	45	3 111
CLERKS	17	15	2	6.25 H	7.87 H	4	4			2,817	80	7,044	45	3 111
COOKS	22	22	9	6.80 H	9.99 H	4	4			2,817	80	7,044	45	3 111
OTHER FOOD SERVICE	1	1		10,100 Y	16,177 Y					2,817	80	7,044	45	3 111
CUSTODIANS	17	17		8.50 H	13.04 H	4	5			2,817	80	7,044	45	3 111
HEALTH ASSISTANTS	1	1		8.60 H	9.73 H					2,817	80	7,044	45	3 111
MAINTENANCE WORKERS	5	5		8.85 H	16.13 H	4	5			2,817	80	7,044	45	3 111
MECHANICS	1	1		8.85 H	14.13 H	4	5			2,817	80	7,044	45	3 111
PLAYGROUND SUPERVISORS	3	3	5	6.25 H	7.87 H	4	4			2,817	80	7,044	45	3 111

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	BETHALTO C U SCHOOL DIST 8	(CONT.)																
	SECRETARIES	22	19	3	6.70	H	23,350	Y	7	7				2,817	80	7,044	45	3 111
	TEACHER AIDES	6	6		6.80	H	9.01	H	4	4				2,817	80	7,044	45	3 111
	TOTAL	116	119	22														
	COLLINSVILLE C U SCH DIST 10																	
	ATTENDANCE OFFICERS	1	1			H		H						2,787	100	3,613	52	1 11
	ATTORNEYS			1		M		M										
	BOOKKEEPERS	3	3				12.91	H	13	6				2,787	100	3,613	52	1 1 115
	CLERKS	4	4		8.19	H	11.78	H	13	12	13.14	H	14	2,787	100	3,613	52	1 1 115
	COOKS	3	3				12.18	H						2,787	100	3,613	52	1 1 115
	OTHER FOOD SERVICE	23	12	30	8.88	H	12.76	H	7	9				2,787	100	3,613	52	1 1 115
	CUSTODIANS	33	33		12.91	H	17.32	H	7	6				2,787	100	3,613	52	1 1 115
	HEALTH AIDES	4	4				8.19	H	10	5	10.25	H	11	2,787	100	3,613	52	1 11113
	HEALTH ASSISTANTS	1	1	1			94.95	D										
	LIBRARY AIDES	2	2		8.19	H	23,403	Y	10	5	1,025	H	11	2,787	100	3,613	52	1 11113
	MAINTENANCE WORKERS	7	7		18.08	H	18.87	H		2				2,787	100	3,613	52	1 11115
	PLAYGROUND SUPERVISORS	13		20			6.28	H										
	SECRETARIES	29	29		8.19	H	32,653	Y	13	18	1,398	H		2,787	100	3,613	52	1 11115
	SECURITY	5	5	5			9.83	H	4	3	11.46	H	5	2,787	100	3,613	52	1 11
	TEACHER AIDES	9	8	1			9.93	H	4	3	11.41	H	5	2,787	100	3,613	52	1 11
	TEACHER ASSISTANTS	34	34		8.19	H	8.68	H	10	10	11.08	H	11	2,787	100	3,613	52	1 11113
	OTHER ED SUPPORT STAFF	3	3		27,454	Y	41,455	Y						2,787	100	3,613	52	1 11
	TOTAL	174	149	58														
	ALTON COMM UNIT SCHOOL DIST 11																	
	ATTENDANCE OFFICERS	1	1				8.45	H						2,439	100	3,277		3 11 113
	BOOKKEEPERS	4	4		7.85	H	14.13	H						2,439	100	3,277		3 11 113
	OTHER TRANSPORTATION	3	3		8.45	H	12.26	H						2,439	100	3,277		3 11 113
	CLERKS	39	30	9	8.45	H	10.48	H						2,439	100	3,277		3 11 113
	COOKS	13	13		8.45	H	9.01	H						2,439	100	3,277		3 11 113
	OTHER FOOD SERVICE	17	9	8	8.45	H	11.04	H						2,439	100	3,277		3 11 113
	CUSTODIANS	56	56		8.45	H	10.54	H						2,439	100	3,277		3 11 113
	HEALTH ASSISTANTS	1	1				8.45	H					0	2,439		3,277		3 11 11
	LIBRARY AIDES	5	5		8.45	H	12.92	H					0	2,439		3,277		3 11 11
	MAINTENANCE WORKERS	25	25		8.78	H	16.43	H					0	2,439		3,277		3 11 11
	MECHANICS	1	1				8.78	H					0	2,439		3,277		3 11 11
	SECRETARIES	32	32		8.45	H	16.00	H					0	2,439		3,277		3 11 11
	SECURITY	3	3		8.45	H	11.07	H					0	2,439		3,277		3 11 11
	TEACHER AIDES	93	82	11	8.45	H	10.48	H					0	2,439		3,277		3 11 11
	OTHER ED SUPPORT STAFF	33	6	27	8.45	H	17.70	H					0	2,439		3,277		3 11 11
	TOTAL	326	271	55														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
058 SOUTH CENTRAL COMM UNIT DIST 401																	
BOOKKEEPERS	1	1		8.00	H	10.20	H						1,938	66	2,919		1111
BUS DRIVERS	17	17		9.00	H	10.15	H						1,938	66	2,919		1111
OTHER TRANSPORTATION	1	1		9.00	H	10.15	H						1,938	66	2,919		1111
COOKS	8	7	1	6.50	H	7.20	H						1,938	66	2,919		1111
CUSTODIANS	7	7		7.00	H	9.00	H						1,938	66	2,919		1111
LIBRARY AIDES	1	1		7.50	H	8.15	H						1,938	66	2,919		1111
MAINTENANCE WORKERS	1	1		7.00	H	10.30	H						1,938	66	2,919		1111
MECHANICS	1	1				11.40	H						1,938	66	2,919		1111
SECRETARIES	6	6		6.90	H	8.05	H						1,938	66	2,919		1111
TEACHER AIDES	8	8		7.50	H	8.15	H						1,938	66	2,919		1111
TEACHER ASSISTANTS	1		1	5.75	H	6.30	H						1,938	66	2,919		1111
TOTAL	52	50	2														
061 MASSAC UNIT DISTRICT #1																	
ARCHITECTS			1														
ATTORNEYS			1														
BOOKKEEPERS	4	4		18,382	Y	23,515	Y	2					2,292	73	4,956	42	11
COOKS	20	18	2	4,700	Y	11,351	Y		2				2,292	73	4,956	42	11
OTHER FOOD SERVICE	1	1	6	6.60	H	13,855	Y		2				2,292	73	4,956	42	11
CUSTODIANS	19	18	1	10,924	Y	21,848	Y		2				2,292	73	4,956	42	11
MAINTENANCE WORKERS	3	3		27,473	Y	28,862	Y	2					2,292	73	4,956	42	11
SECRETARIES	15	14	1	4,700	Y	29,343	Y		2				2,292	73	4,956	42	11
TEACHER AIDES	37	35	2	5,770	Y	11,541	Y						2,292	73	4,956	42	11
OTHER ED SUPPORT STAFF	3	3	1	6.15	H	45,000	Y		1				2,292	73	4,956	42	11
TOTAL	102	98	15														
062 MACOMB COMM UNIT SCH DIST 185																	
BOOKKEEPERS	2	2		9.54	H	15.05	H	2					2,077	100	3,784	50	11
COOKS	7	4	3	6.10	H	8.82	H	2					2,077	100	3,784	50	11
OTHER FOOD SERVICE	15		15	5.83	H	7.25	H	2									1
CUSTODIANS	15	12	3	5.78	H	12.05	H	2					2,077	100	3,784	50	11
HEALTH ASSISTANTS	1		1	6.10	H	8.13	H	2									1
LIBRARY AIDES	3	3		6.36	H	9.84	H	2					2,077	100	3,784	50	1
MAINTENANCE WORKERS	5	5		7.95	H	14.39	H	2					2,077	100	3,784	50	11
SECRETARIES	17	16	1	6.36	H	14.31	H	2					2,077	100	3,784	50	11
TEACHER AIDES	65		65	6.10	H	8.13	H	2									1
OTHER ED SUPPORT STAFF	1	1				36,813	Y						2,077	100	3,784	50	11
TOTAL	131	43	88														
063 MCHENRY C C SCHOOL DIST 15																	
BOOKKEEPERS	3	3		6.75	H	11.00	H						2,722	100	4,030		1113
BUS DRIVERS	42	42		7.25	H	12.39	H						50	100			1113

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CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
MCHENRY C C SCHOOL DIST 15	(CONT.)																
OTHER TRANSPORTATION	1		1			17,681	Y						225	100	358		111
COOKS	19	19		6.27	H	6.08	H						2,722	100	4,030		2
OTHER FOOD SERVICE	1	1				22,221	Y						2,722	100	4,030		111
CUSTODIANS	23	21	2	7.50	H	15.60	H						2,722	100	4,030		1113
HEALTH AIDES	7	7		7.00	H	7.85	H						2,722	100	4,030		1113
PLAYGROUND SUPERVISORS			18	5.20	H	6.39	H						2,772	100	4,030		111
SECRETARIES	19	19		7.00	H	14.57	H						2,722	100	4,030		1113
TEACHER AIDES	44	44		5.20	H	9.52	H						2,722	100	4,030		1113
OTHER ED SUPPORT STAFF	1	1				45,000	Y						2,722	100	4,030		111
TOTAL	160	157	19														
CRYSTAL LAKE C C SCH DIST 47																	
BOOKKEEPERS	3	2	1	8.54	H	15.88	H	20	20				3,720	100	5,455	311	111
COOKS	11	11		7.40	H	8.58	H	2	2				3,720	100	5,455	311	111
OTHER FOOD SERVICE	8	8		9.03	H	10.14	H	2	2				3,720	100	5,455	311	111
CUSTODIANS	23	23		8.73	H	13.38	H	4	5				3,720	100	5,455	311	1115
ENGINEERS	9	9		10.28	H	15.55	H	4	5				3,720	100	5,455	311	1115
HEALTH ASSISTANTS	11	9	2	8.11	H	17.24	H	20	21				3,720	100	5,455	311	111
LIBRARY AIDES	11	2	9	7.15	H	11.70	H	14	15				3,720	100	5,455	311	111
MAINTENANCE WORKERS	5	5		11.94	H	17.87	H	4	6				3,720	100	5,455	311	1115
PLAYGROUND SUPERVISORS			15			10.00	H										
SECRETARIES	18	11	7	8.63	H	16.80	H	20	21				3,720	100	5,455	311	111
SECURITY			1			12.22	H										
TEACHER AIDES	35	28	7	7.15	H	11.70	H	14	15				3,720	100	5,455	311	111
TEACHER ASSISTANTS	18	13	5	8.15	H	12.70	H	14	15				3,720	100	5,455	311	111
TOTAL	152	121	47														
HARVARD C U SCHOOL DIST 50																	
ATTENDANCE OFFICERS	1	1		6.40	H	9.74	H	17					2,646	100	3,488	31	1
BOOKKEEPERS	1	1		7.00	H	10.68	H	8					2,646	100	3,488	31	1
BUS DRIVERS	6	13		17.14	T	18.13	T	1					2,646		3,488	31	1
OTHER TRANSPORTATION	1	1				8.00	H						2,646	100	3,488	31	1
CLERKS	2	2		5.90	H	8.79	H	12					2,646	100	3,488	31	1
COOKS	10	9	1	5.90	H	10.94	H	28					2,646	100	3,488	31	1
OTHER FOOD SERVICE			3			5.90	H										
CUSTODIANS	17	17		6.90	H	11.04	H	25					2,646	100	3,488	31	1
MAINTENANCE WORKERS	2	2		8.40	H	13.46	H	7					2,646	100	3,488	31	1
MECHANICS	1	1		12.50	H	15.15	H	5					2,646	100	3,488	31	1
SECRETARIES	14	13	1	8.15	H	9.19	H	8					2,646	100	3,488	31	1
TEACHER AIDES	32	25	7	6.10	H	9.84	H	15					2,646	100	3,488	31	1
TEACHER ASSISTANTS		2	1	10.00	H	10.50	H	1					2,646	100	3,488	31	1
OTHER ED SUPPORT STAFF			1	6.90	H	9.99	H	33									
TOTAL	87	87	14														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
COMMUNITY HIGH SCHOOL DIST 155																	
ATTENDANCE OFFICERS	3	3		10,752	Y	15,299	Y	14					3,537	100	5,056	50	1 11
BOOKKEEPERS	1	1		25,392	Y	36,129	Y	14					3,537	100	5,056	50	1 11
CLERKS	3	3		14,307	Y	20,356	Y	14					3,537	100	5,056	50	1 11
COOKS	9	9		6.00	H	8.27	H	7					3,537	100	5,056	50	1 11
OTHER FOOD SERVICE	14	14	6	5.56	H	7.45	H	7					3,537	100	5,056	50	1 11
CUSTODIANS	36	36				17,680	Y						3,537	100	5,056	50	1 11
LIBRARY AIDES	6	6		14,307	Y	20,356	Y	14					3,537	100	5,056	50	1 11
MAINTENANCE WORKERS	7	7											3,537	100	5,056	50	1 11
SECRETARIES	36	36		25,392	Y	36,129	Y	14					3,537	100	5,056	50	1 11
TEACHER AIDES	24	24		10,752	Y	15,299	Y	14					3,537	100	5,056	50	1 11
OTHER ED SUPPORT STAFF	3	2	1										3,537	100	5,056	50	1 11
TOTAL	142	141	7														
MCHENRY COMM H S DIST 156																	
BOOKKEEPERS	1	1				7.49	H			15.79	H	27	2,574	100	3,767		11
BUS DRIVERS	9	9				8.29	T			12.39	T	13	2,574	100	3,767		113
OTHER TRANSPORTATION	1	1				14.36	H			16.97	H	5	2,574	100	3,767		11
CLERKS	1	1				7.49	H			8.82	H	12	2,574	100	3,767		11
OTHER FOOD SERVICE	1	1				5.04	H			7.84	H	16	2,574	100	3,767		11
CUSTODIANS	10	10				7.28	H			8.40	H	5	2,574	100	3,767		11
ENGINEERS	1	1				11.53	H			20.18	H	8	2,574	100	3,767		11
MAINTENANCE WORKERS	4	4				8.20	H			15.36	H	19	2,574	100	3,767		11
MECHANICS	1	1				8.20	H			15.18	H	11	2,574	100	3,767		113
SECRETARIES	14	14		5.74	H	7.49	H			14.36	H	7	2,574	100	3,767		11
TEACHER AIDES	15	15				5.47	H			10.13	H	20	2,574	100	3,767		11
TEACHER ASSISTANTS	15	15				6.09	H			10.33	H	21	2,574	100	3,767		11
TOTAL	73	73															
SPEC ED DIST OF MCHENRY CO-SEDOM																	
BOOKKEEPERS	2	2		8.00	H	14.00	H	12					269	100			
BUS DRIVERS	32	29	3	6.90	H	11.00	H	15					269	100			
OTHER TRANSPORTATION	1	1				26,000	Y						269	100			
COOKS	2	1	1	6.66	H	10.60	H						269	100			
OTHER FOOD SERVICE	1	1				10.60	H	21									
CUSTODIANS	4	3	1	6.00	H	14.50	H	20					269	100			
HEALTH ASSISTANTS	3	3											269	100			
MECHANICS	1	1				9.60	H	3					269	100			
SECRETARIES	9	7	2			8.00	H			16.50	H	23	269	100			
TEACHER ASSISTANTS	52	51	1	8,235	Y	12,200	Y	15					269	100			
OTHER ED SUPPORT STAFF	9	6	3	6,000	Y	15,000	Y						269	100			
TOTAL	118	105	11														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

60 NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	WOODSTOCK C U SCHOOL DIST 200																	
	BOOKKEEPERS	3	3		8.55	H	16.52	H	22		4.20	Y	21	2,290	91	4,657	85	1 1 112
	BUS DRIVERS	44	19	33	8.50	H	13.47	H	11		4.20	Y	21	2,290	91	4,657	85	1 1 112
	CLERKS	10	5	5	7.40	H	11.84	H	8		4.20	Y	21	2,290	91	4,657	85	1 1 112
	COOKS	8	8		8.25	H	11.12	H	20		4.20	Y	21	2,290	91	4,657	85	1 1 112
	OTHER FOOD SERVICE	25	19	8	5.90	H	11.75	H	26		4.20	Y	21	2,290	91	4,657	85	1 1 112
	CUSTODIANS	29	25	4	7.85	H	15.91	H	13		4.20	Y	21	2,290	91	4,657	85	1 1 112
	HEALTH AIDES	4	2	2	12.80	H	14.43	H	12		4.20	Y	21	2,290	91	4,657	85	1 1 112
	LIBRARY AIDES	8	2	6	8.25	H	10.48	H	21		4.20	Y	21	2,290	91	4,657	85	1 1 112
	MAINTENANCE WORKERS	5	5		11.55	H	23.20	H	19		4.20	Y	21	2,290	91	4,657	85	1 1 112
	MECHANICS	3	3		9.67	H	16.81	H	18		4.20	Y	21	2,290	91	4,657	85	1 1 112
	PLAYGROUND SUPERVISORS			21	5.90	H	7.21	H	8		4.20	Y	21	2,290	91	4,657	85	1 1 112
	SECRETARIES	24	23	1	7.40	H	16.92	H	12		4.20	Y	21	2,290	91	4,657	85	1 1 112
	TEACHER AIDES	42	14	47	5.90	H	11.10	H	21		4.20	Y	21	2,290	91	4,657	85	1 1 112
	OTHER ED SUPPORT STAFF	5	5		11.40	H	25.24	H	3					2,290	91	4,657	85	1 1 11
	TOTAL	210	133	125														
064	MCLEAN COUNTY UNIT DIST NO 5																	
	BOOKKEEPERS	1	1		9.67	H	17.65	H		5	5.00	Y	15	2,520	100	3,111		1 1
	BUS DRIVERS	54	3	81	8.05	H	10.99	H	9	1				2,520	100	3,111		1
	OTHER TRANSPORTATION	1	1				11.50	H		1				2,520	100	3,111		1
	CLERKS	4	4		7.99	H	17.65	H		5	5.00	Y		2,520	100	3,111		1 1
	COOKS	53	1	61	8.48	H	11.06	H	16	1	3.00	Y	16	2,520	50	3,111		1
	OTHER FOOD SERVICE			7	8.48	H	10.21	H	16	1	3.00	Y	16	2,250	50	3,111		1
	CUSTODIANS	62	62		11.76	H	13.46	H	15	1	4.00	Y	15	2,712	100			16
	MAINTENANCE WORKERS	18	18		12.99	H	18.22	H	15	2	4.00	Y	15	2,712	100			1 16
	MECHANICS	2	2		12.99	H	18.66	H	15	1	4.00	Y	15	2,712	100			1 16
	PLAYGROUND SUPERVISORS			57	5.75	H	6.50	H	2	1								1
	SECRETARIES	58	52	4	6.60	H	18.93	H		6	5.00	Y	15	2,520	100	3,111		1
	SECURITY	2		2			10.30	H						2,520		3,111		1
	TEACHER ASSISTANTS	52	52		9,634	Y	15,992	Y	13	1		0		2,520		3,111		1 13
	OTHER ED SUPPORT STAFF	9	9		21,168	Y	90,000	Y			500	Y	15	2,520	100	3,111		1
	TOTAL	314	205	212														
	OLYMPIA C U SCHOOL DIST 16																	
	BOOKKEEPERS	2	2		7.45	H	10.48	H						2,100	100	2,940		
	BUS DRIVERS	24	25	6	12.00	T	22.20	T						2,100	100	2,940		
	OTHER TRANSPORTATION	1	1				27,748	Y						2,100	100	2,940		
	CLERKS	2	2	5			7.37	H										
	COOKS	21	11	13	6.30	H	9.09	H						2,100	100	2,940		
	OTHER FOOD SERVICE	1	1				10.88	H						2,100	100	2,940		
	CUSTODIANS	15	14	1	8.45	H	10.67	H						2,100	100	2,940		
	MAINTENANCE WORKERS	6	6		8.45	H	19.92	H						2,100	100	2,940		

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	**	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
OLYMPIA C U SCHOOL DIST 16	(CONT.)																	
MECHANICS	1	1												2,100	100	2,940		
PLAYGROUND SUPERVISORS			9			7.15	H											
SECRETARIES	17	15	2	6.05	H	16.67	H							2,100	100	2,940		
TEACHER AIDES	17	7	10	7.15	H	7.60	H											
OTHER ED SUPPORT STAFF	1	1				28,431	Y							2,100	100	2,940		
TOTAL	108	88	46															
BLOOMINGTON SCH DIST 87																		
ATTENDANCE OFFICERS	2	2		6.75	H	11.50	H							2,978	100	4,380	100	1 11
BOOKKEEPERS	4	4		7.75	H	15.35	H							2,978	100	4,380	100	1 11
CLERKS	17	12	5	6.25	H	11.50	H							2,978	100	4,380	100	1 11
COOKS	18		18			10.27	H							2,978	100	4,380	100	11
OTHER FOOD SERVICE	28		47	6.49	H	15.20	H							2,978	100	4,380	100	11
CUSTODIANS	29	26	3	6.97	H	11.87	H	3	3					2,978	100	4,380	100	1 113
LIBRARY AIDES	2	2		7.44	H	11.85	H	12						2,978	100	4,380	100	113
MAINTENANCE WORKERS	10	10		11.42	H	16.52	H	3	1					2,978	100	4,380	100	1 113
PLAYGROUND SUPERVISORS			95	7.15	H	7.40	H											
SECRETARIES	26	26		7.75	H	17.50	H							2,978	100	4,380	100	11
SECURITY			1			18.25	H											
TEACHER AIDES	39	39		7.44	H	11.85	H	12						2,978	100	4,380	100	11
OTHER ED SUPPORT STAFF	23	23		5.85	H	19.92	H							2,978	100	4,380	100	11
TOTAL	198	144	169															
085 PORTA COMM UNIT SCHOOL DIST 202																		
BOOKKEEPERS	1	1				31,920	Y							2,214	100		3	11
BUS DRIVERS	14	14	2			7,003	Y			100	Y	20		2,214	100	361	3	113
OTHER TRANSPORTATION	1	1				22,050	Y			100	Y	20		2,214	100	361	3	11
CLERKS	3	2	1			6.67	H			1.00	Y	20		2,214	100	361	3	113
COOKS	12	12		6.88	H	8.70	H			1.00	Y	20		2,214	100	361	3	113
OTHER FOOD SERVICE	7	3	4	6.67	H	10,710	Y			100	Y	20		2,214	100	361	3	113
CUSTODIANS	7	7		7.24	H	8.11	H			1.00	Y	20		2,214	100	361	3	113
LIBRARY AIDES	1	1				6.67	H			1.00	Y	20		2,214	100	361	3	113
MAINTENANCE WORKERS	1	1				30,870	Y			100	Y	20		2,214	100	361	3	11
MECHANICS	1	1				7.28	H			1.00	Y	20		2,214	100	361	3	113
SECRETARIES	7	7		7.24	H	19,845	Y			100	Y	20		2,214	100	361	3	113
TEACHER AIDES	12	9	3			6.67	H			1.00	Y	20		2,214	100	361	3	113
OTHER ED SUPPORT STAFF	6	6		5.79	H	20,835	Y			100	Y	20		2,214	100	361	3	113
TOTAL	73	65	10															
088 HILLSBORO COMM UNIT SCH DIST 3																		
BOOKKEEPERS	1	1				11.00	H							2,666	100	4,743	3	1 11
BUS DRIVERS	25		25			8,421	Y										3	1 11

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	HILLSBORO COMM UNIT SCH DIST 3	(CONT.)																
	OTHER TRANSPORTATION	1	1				30,000	Y						2,666	100	4,743		3 1 11
	CLERKS	3	2	1	5.25	H	7.17	H										3 1 11
	COOKS	4		4	5.55	H	9.70	H	1									3 1 116
	OTHER FOOD SERVICE	18	1	17	5.55	H	8.75	H	1									3 1 116
	CUSTODIANS	17	17		10.05	H	11.25	H	1					2,666	100	4,743		3 1 116
	LIBRARY AIDES	2	2		5.25	H	9.22	H										3 1 11
	MAINTENANCE WORKERS	2	2				33,800	Y						2,666	100	4,743		3 1 11
	MECHANICS	1	1				22,000	Y						2,666	100	4,743		3 1 11
	SECRETARIES	13	11	2	5.25	H	12.52	H						2,666	100	4,743		3 1 11
	TEACHER AIDES	21	17	4	5.25	H	8.85	H										3 1 11
	OTHER ED SUPPORT STAFF	2		2	5.25	H	8.28	H										3 1 11
	TOTAL	110	55	55														
	LITCHFIELD C U SCHOOL DIST 12																	
	BOOKKEEPERS	1	1		8.74	H	11.74	H	20	20	12.91	H	21	2,197	100	3,816		
	BUS DRIVERS	17	16	1	40.00	D	55.82	D	20	20	61.40	D	21	2,197	100	3,816		
	COOKS	9	8	19	5.90	H	10.41	H	20	20	11.45	H	21	2,197	100	3,816		
	OTHER FOOD SERVICE	13	12	1	8.83	H	10.41	H	20	20	11.45	H	21	2,197	100	2,816		
	MAINTENANCE WORKERS	1	1		8.85	H	12.72	H	20	20	13.99	H	21	2,197	100	3,816		
	PLAYGROUND SUPERVISORS			9	8.50	H	9.15	H	20	20				2,197	100	3,816		
	SECRETARIES	13	13		8.50	H	11.25	H	20	20	12.38	H	21	2,197	100	3,816		
	TEACHER AIDES	15	14	1	8.70	H	7.27	H	20	20				2,197	100	3,816		
	OTHER ED SUPPORT STAFF	1	1				47,087	Y						2,197	100	3,816		
	TOTAL	70	66	31														
069	JACKSONVILLE SCHOOL DIST 117																	
	BOOKKEEPERS	1	1		1,238	M	1,722	M	20	20	1,783	M	25	1,800	100	2,400		11
	BUS DRIVERS	23	4	31	815	M	1,615	M			2,168	M	25	1,800	100	2,400		1 113
	OTHER TRANSPORTATION	1	1				27,580	Y						1,800	100	2,400		11
	CLERKS	3	3		1,238	M	1,722	M	20	20	1,783	M	25	1,800	100	2,400		11
	COOKS			10			7.78	H										11
	OTHER FOOD SERVICE	23	3	22			7.78	H						1,800	100	2,400		11
	CUSTODIANS	30	28	2			10.25	H			10.64	H	25	1,800	100	2,400		1 113
	LIBRARY AIDES	5	5		1,198	M	1,680	M	20	20	1,738	M	25	1,800	100	2,400		11
	MAINTENANCE WORKERS	6	6		12.25	H	13.16	H			13.55	H	25	1,800	100	2,400		1 113
	MECHANICS	1	1				24,377	Y						1,800	100	2,400		11
	PLAYGROUND SUPERVISORS			18			4.25	H										
	SECRETARIES	24	24		1,238	M	1,722	M	20	20	1,783	M	25	1,800	100	2,400		11
	SECURITY			1			7.42	H										11
	TEACHER AIDES	39	23	38	10,782	Y	15,120	Y	20	20	58	M	25	1,800	100	2,400		11
	OTHER ED SUPPORT STAFF	2	2	1										1,800	100	2,400		11
	TOTAL	158	102	121														

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BEST COPY AVAILABLE

ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
071 BYRON COMM UNIT SCHOOL DIST 226																	
BOOKKEEPERS	2	2		36,322	Y	44,588	Y	18	8				2,130	100	4,919	44	3 1
BUS DRIVERS	17		17	531	M	1,027	M	18	8	1,068	M	18	2,130	100	4,919	44	3
OTHER TRANSPORTATION	1	1		31,144	Y	33,685	Y	18	8	37,891	Y	18	2,130	100	4,919	44	3 1
CLERKS	10	9	1	14,535	Y	15,120	Y	18	8	17,685	Y	18	2,130	100	4,919	44	3 1
COOKS	3	3		10.94	H	12.80	H	18	8				2,130	100	4,919	44	3 1
OTHER FOOD SERVICE	9		14	8.76	H	11.18	H	18	8				2,130	100	4,919	44	3
CUSTODIANS	15		15	13.70	H	16.08	H	18	6	16.67	H	18	2,130	100	4,919	44	3 1
LIBRARY AIDES	3	3		18,649	Y	21,810	Y	18	8				2,130	100	4,919		3 1
MAINTENANCE WORKERS	4	4		39,186	Y	44,079	Y	18	6	45,843	Y	18	2,130	100	4,919		3 1
SECRETARIES	8	8		28,210	Y	28,349	Y	18	8	31,889	Y	18	2,130	100	4,919		3 1
TEACHER AIDES	31	30	7	17,381	Y	21,810	Y	18	6				2,130	100	4,919		3 1
TOTAL	103	80	54														
072 PEORIA SCHOOL DISTRICT 150																	
BUS DRIVERS	181		181	8.57	H	9.82	H	8	8							1	1
OTHER TRANSPORTATION	78	5	73	8.48	H	18.84	H	8	8				2,129	75	4,427	80	3 1 1111
CLERKS	99	89	10	7.19	H	10.56	H	6	6				2,129	75	4,427	80	3 1 1112
COOKS	12	12		7.79	H	8.37	H	9	3				2,129	80	4,427	80	3 1 1112
OTHER FOOD SERVICE	249	41	208	7.18	H	7.69	H	9	3				2,129	80	4,427	80	3 1 1112
CUSTODIANS	128	128		10.05	H	13.31	H	5	5				2,129	75	4,427	80	3 1 1114
HEALTH ASSISTANTS	10	9	1	20,581	Y	26,173	Y	9	9				2,129	75	4,427	80	3 1 111
LIBRARY AIDES	33	33	1	13,816	Y	18,254	Y	10	10				2,129	75	4,427	80	3 1 1112
MAINTENANCE WORKERS	17	16	1	17.78	H	18.18	H	10	3				2,129	75	4,427	80	3 1 1114
SECRETARIES	47	47		7.42	H	12.81	H	16	16				2,129	75	4,427	80	3 1 1112
SECURITY	22	22				27,224	Y	2	2				2,129	80	4,427	80	3 1 1112
TEACHER AIDES	156	145	11	13,816	Y	18,254	Y	7	7				2,129	80	4,427	80	3 1 1112
TEACHER ASSISTANTS	12	11	1	13,816	Y	18,254	Y	7	7				2,129	80	4,427	80	3 1 1112
OTHER ED SUPPORT STAFF	50	12	72										2,129	80	4,427	80	3 111
TOTAL	1094	570	559														
DUNLAP C U SCHOOL DIST 323																	
BOOKKEEPERS	1	1											1,944	93	4,536	54	
BUS DRIVERS	9	9											1,944	93	4,536	53	
COOKS	11	1	10										1,944	93	4,536	53	
CUSTODIANS	8	8											1,944	93	4,536	53	
LIBRARY AIDES	1		1										1,944	93	4,536	53	
SECRETARIES	7	7											1,944	93	4,536	53	
TEACHER AIDES	7		7										1,944	93	4,536	53	
TOTAL	44	26	18														
079 SPARTA C U SCHOOL DIST 140																	
BUS DRIVERS	3		3	7.05	H	10.03	H						2,108	75	2,534	75	2 1 1 15

* SALARIES INCLUDE RETIREMENT CONTRIBUTION.
** D=DAILY, H=HOURLY, M=MONTHLY, T=PER TRIP, W=WEEKLY, Y=YEARLY.

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	SPARTA C U SCHOOL DIST 140	(CONT.)																
	CLERKS	2	1	1	8,780	Y	17,308	Y						2,108	75	2,534	75	2 1 1 1
	COOKS	19	9	10	7.49	H	8.84	H						2,108	75	2,534	75	2 1 1 15
	OTHER FOOD SERVICE	1	1				18,813	Y						2,108	75	2,534	75	2 1 1 1
	CUSTODIANS	16	16		7.49	H	11.71	H						2,108	75	2,534	75	2 1 1 15
	LIBRARY AIDES	1	1				10,878	Y						2,108	75	2,534	75	2 1 1 15
	SECRETARIES	12	12		10,958	Y	16,586	Y						2,108	75	2,534	75	2 1 1 15
	TEACHER AIDES	17	17		8,821	Y	11,367	Y						2,108	75	2,534	75	2 1 1 15
	OTHER ED SUPPORT STAFF	1	1				27,733	Y						2,108	75	2,534	75	2 1 1 1
	TOTAL	72	58	14														
080	EAST RICHLAND C U SCH DIST 1																	
	BOOKKEEPERS	2	2		18,000	Y	22,591	Y						1,869	56	4,421	28	3 1 11
	BUS DRIVERS	29	29	1	35.00	D	44.63	D						1,869	56	4,421	28	3 1 11
	OTHER TRANSPORTATION	1	1				27,458	Y						1,869	56	4,421	28	3 1 11
	COOKS	14	14	9	7.00	H	8.25	H						1,869	56	4,421	28	3 1 11
	OTHER FOOD SERVICE	1	1				17,588	Y						1,869	56	4,421	28	3 1 11
	CUSTODIANS	15	15		7.00	H	26,019	Y						1,869	56	4,421	28	3 1 11
	MAINTENANCE WORKERS	2	2		26,145	Y	27,458	Y						1,869	56	4,421	28	3 1 11
	MECHANICS	1	1				26,943	Y						1,869	56	4,421	28	3 1 11
	SECRETARIES	15	15		7.00	H	10.82	H						1,869	56	4,421	28	3 1 11
	TEACHER AIDES	18	18				9,450	Y						1,869	56	4,421	28	3 1 11
	TEACHER ASSISTANTS	8	8				10,440	Y						1,869	56	4,421	28	3 1 11
	OTHER ED SUPPORT STAFF	2	2		26,866	Y	31,082	Y						1,869	56	4,421	28	3 1 11
	TOTAL	108	108	10														
081	EAST MOLINE SCHOOL DISTRICT 37																	
	BOOKKEEPERS	1	1				30,199	Y						1,718	91	3,101	75	11
	BUS DRIVERS	20	12	12	8.75	H	11.00	H	20	10				1,718	91	3,101	75	1 111
	OTHER TRANSPORTATION	4	1	6	5.84	H	6.91	H	20	6				1,718	91	3,101	75	1 111
	COOKS	4	3	1	6.40	H	8.51	H	20	19				1,718	91	3,101	75	11
	OTHER FOOD SERVICE	7		27	5.13	H	7.87	H	20	19								1
	CUSTODIANS	17	17		11.08	H	12.91	H	25	7				1,718	91	3,101	75	1 111
	HEALTH AIDES	1	1				21,840	Y						1,718	91	3,101	75	1 113
	MAINTENANCE WORKERS	2	2		14.75	H	17.28	H	25	7				1,718	91	3,101	75	1 111
	MECHANICS	2	2		10.30	H	13.76	H	20	10				1,718	91	3,101	75	1 111
	PLAYGROUND SUPERVISORS	1		8	5.84	H	6.91	H	20	6								1
	SECRETARIES	13	12	1	8.22	H	12.13	H	14	13				1,718	91	3,101	75	1 113
	TEACHER AIDES	20	20		6.78	H	9.38	H	12	11				1,718	91	3,101	75	1 113
	TEACHER ASSISTANTS	4	4		6.54	H	9.07	H	12	11				1,718	91	3,101	75	1 113
	OTHER ED SUPPORT STAFF	3	3		22,000	Y	28,099	Y						1,718	91	3,101	75	11
	TOTAL	99	78	55														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
ROCK ISLAND SCHOOL DISTRICT 41																	
ARCHITECTS	1	1				70,000	Y						1,465	100	3,953	100	3 11
ATTENDANCE OFFICERS	6	3	3	8.00	H	16,480	Y			29,905	Y		1,465	100	3,953	100	3 11
OTHER TRANSPORTATION	4	1	3	21,560	Y	27,319	Y	15	15				1,465	100	3,953	100	3 1 1111
COOKS	4	4		6.54	H	7.98	H	20	20				1,465	100	3,953	100	3 1 1111
OTHER FOOD SERVICE	24	19	73	5.94	H	21,256	Y	20	20				1,465	100	3,953	100	3 1 111
CUSTODIANS	44	44		21,212	Y	27,479	Y	15	15				1,465	100	3,953	100	3 1 111
HEALTH AIDES	2	2		5.91	H	9.45	H	5	5	99.78	Y	5					3 1 1116
HEALTH ASSISTANTS	8	4	4	10.56	H	12.10	H			149.92	Y		1,465	100	3,953	100	3 1 1116
LIBRARY AIDES	16	16		5.91	H	9.45	H	5	5	119.07	Y	5					3 1 1116
MAINTENANCE WORKERS	1	1		22,615	Y	27,998	Y	15	15				1,465	100	3,953	100	3 1 1111
PLAYGROUND SUPERVISORS			28	5.94	H	6.32	H	3	3								
SECRETARIES	40	38	2	8.95	H	27,713	Y	15	15				1,465	100	3,953	100	3 1 1111
SECURITY	7	7		7.35	H	7.82	H						1,465	100	3,953	100	3 11
TEACHER AIDES	84	82	2	5.91	H	9.45	H	5	5	119.07	Y	5	1,465	100	3,953	100	3 1116
OTHER ED SUPPORT STAFF	10	10		24,282	Y	40,000	Y				0		1,465	100	3,953	100	3 11
TOTAL	251	232	113														
SHERRARD COMM UNIT SCH DIST 200																	
BOOKKEEPERS	1	1				29,500	Y						1,908	100	2,680	100	2 11
BUS DRIVERS	20		20	34.81	D	83.69	D										2 11
CLERKS	4		4			5.00	H										2 1
COOKS	15	1	14	6.00	H	9.59	H						1,908	100			2 11
CUSTODIANS	13	11	2	5.50	H	10.25	H						1,908	100			2 11
HEALTH AIDES	1		1			12.94	H										2 11
LIBRARY AIDES	5		5	5.20	H	7.51	H										2 11
MAINTENANCE WORKERS	1	1				32,448	Y						1,908	100			2 11
MECHANICS	2	2		6.50	H	17.52	H						1,908	100			2 11
PLAYGROUND SUPERVISORS	13		13	5.00	H	7.39	H										2 1
SECRETARIES	10	9	1	6.15	H	10.10	H						1,908	100			2 11
TEACHER AIDES	15		15	6.30	H	7.83	H										2 11
TOTAL	100	25	75														
082 MASCOUTAH C U DISTRICT 19																	
BUS DRIVERS	19		26	574	M	2,430	M						2,292	100	4,956	65	1
OTHER TRANSPORTATION	1	1				35,108	Y						2,292	100	4,956	65	11
CLERKS	15	14	1	1,266	M	2,140	M	18					2,292	100	4,956	65	1113
COOKS	28		30	6.77	H	9.32	H	4					2,292	100	4,956	65	1
OTHER FOOD SERVICE	1	1				16,796	Y						2,292	100	4,956	65	11
CUSTODIANS	24	22	2	7.60	H	12.00	H	5					2,292	100	4,956	65	1113
HEALTH AIDES	2		2			10.45	H	4					2,292	100	4,956	65	1
MAINTENANCE WORKERS	2	2		12.60	H	14.70	H	1					2,292	100	4,956	65	1113
MECHANICS	2	2		2,758	M	2,889	M						2,292	100	4,956	65	11

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

88 NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	MASCOUTAH C U DISTRICT 19	(CONT.)																
	PLAYGROUND SUPERVISORS	10		13	6.29	H	9.27	H	4					2,292	100	4,956	65	1 13
	SECRETARIES	5	5		1,659	M	2,226	M						2,292	100	4,956	65	11
	TEACHER AIDES	19	9	13	7.45	H	10.46	H	6					2,292	100	4,956	65	1 13
	OTHER ED SUPPORT STAFF	1		1	6.77	H	9.32	H	4					2,292	100	4,956	65	1
	TOTAL	127	56	88														
	BELLEVILLE SCHOOL DIST 118																	
	ATTENDANCE OFFICERS			1			7.00	H										
	BOOKKEEPERS	2	2		25,640	Y	28,848	Y						2,292	100	2,664	2	1 1
	CLERKS			3			7.00	H										1 1
	CUSTODIANS	22	22		25,145	Y	30,744	Y	3	3				2,292	100	2,664	100 2 1	1 15
	HEALTH AIDES	2	2		9.15	H	12.38	H	13	3				2,290	44	2,664	2 1	1 15
	LIBRARY AIDES	2	2		9.15	H	12.38	H	13	3				2,290	44	2,664	2 1	1 15
	MAINTENANCE WORKERS	5	5		30,844	Y	32,544	Y	3	2				2,290	100	2,664	100 2 1	1 15
	PLAYGROUND SUPERVISORS			50			6.05	H										
	SECRETARIES	15	15		19,050	Y	25,766	Y	10	3				2,290	100	2,664	2	1 16
	TEACHER AIDES	38	38		9.15	H	12.38	H	13	3				2,290	44	2,664	2 1	1 15
	OTHER ED SUPPORT STAFF	8	8		19,050	Y	31,516	Y						2,290	100	2,664	21	1 1
	TOTAL	90	90	54														
	CAHOKIA COMM UNIT SCH DIST 187																	
	ATTENDANCE OFFICERS	1	1	1			13,966	Y						2,738	100	3,330	50 211	11
	BOOKKEEPERS	3	3		1,684	M	2,718	M	12	3				2,738	100	3,300	50 2111	112
	BUS DRIVERS	24	24	12	8.83	H	11.17	H	5	1				2,738	100	3,300	50 2 1	115
	OTHER TRANSPORTATION	3	3	3	7.21	H	9.26	H	5	1				2,738	100	3,300	50 2 1	115
	COOKS	17	17		8,382	Y	12,199	Y	5	2				2,738	100	3,300	50 2 1	115
	CUSTODIANS	31	31	10	19,448	Y	26,083	Y	5	2				2,738	100	3,300	50 21 1	115
	HEALTH AIDES		3		26,155	Y	49,029	Y	14	6				2,738	100	3,300	50 2111	112
	HEALTH ASSISTANTS			1			17.94	H										
	LIBRARY AIDES	1	1	8	11,770	Y	16,595	Y	10	1				2,738	100	3,300	50 2111	112
	MAINTENANCE WORKERS	11	11		1,803	M	2,498	M	5	2				2,738	100	3,300	50 21 1	115
	MECHANICS	4	4		1,687	M	2,498	M	5	3				2,738	100	3,300	50 21 1	115
	PLAYGROUND SUPERVISORS			34			5.74	H										
	SECRETARIES	28	28		1,395	M	2,848	M	12	5				2,738	100	3,300	50 2111	112
	SECURITY	3	3		1,803	M	2,498	M	5	2				2,738	100	3,300	50 21 1	115
	TEACHER AIDES	44	44		13,078	Y	17,818	Y	9	1				2,738	100	3,300	50 2111	112
	TOTAL	170	173	89														
	EAST ST LOUIS SCHOOL DIST 189																	
	ATTENDANCE OFFICERS	4	4		21,082	Y	23,098	Y	11	24	24,298	Y	27	3,192	100	2,181	3 1	11 12
	ATTORNEYS	2	2															
	OTHER TRANSPORTATION	1	1				26,717	Y	15	24	27,917	Y	27	3,377	100	2,181	3 1	11112

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	EAST ST LOUIS SCHOOL DIST 189	(CONT.)																
	CLERKS	81	81		18,868	Y	25,517	Y	15	24	26,717	Y	27	3,377	100	2,181		3 1 11 12
	COOKS	70	70	10	6,210	Y	15,601	Y	4	24				3,192	100	2,181		3 1 11 15
	OTHER FOOD SERVICE	8	8		12,461	Y	16,615	Y	5	24				3,192	100	2,181		3 1 11 15
	CUSTODIANS	73	73	15	14,909	Y	20,327	Y	5	24				3,192	100	2,181		3 1 11 15
	ENGINEERS	10	10		9.50	H	12.21	H	5	24				3,377	100	2,181		3 1 11 15
	HEALTH AIDES	3	3		18,315	Y	22,690	Y	11	24	23,890	Y	27	3,192	100	2,181		3 1 11 1
	LIBRARY AIDES	11	11		13,203	Y	14,583	Y	7	24	15,783	Y		3,192	100	2,181		3 1 11 1
	MAINTENANCE WORKERS	4	4		17,865	Y	28,435	Y		24				3,377	100	2,181		3 1 11 1
	SECRETARIES	19	19		22,883	Y	27,358	Y	15	24	28,558	Y	27	3,377	100	2,181		3 1 11 1
	SECURITY	1	1				24,500	Y		24				3,192	100	2,181		3 1 11 1
	TEACHER AIDES	80	80		18,315	Y	22,690	Y		24	22,890	Y	27	3,192	100	2,181		3 1 11 1
	OTHER ED SUPPORT STAFF	69	69		13,203	Y	45,000	Y	15	24	46,200	Y	27	3,377	100	2,181		3 1 11 1
	TOTAL	436	436	25														
	BELLEVILLE TWP HS DIST 201																	
	BOOKKEEPERS	3	3		18,998	Y	29,402	Y	15	13	29,702	Y	16	2,292	100	2,664	65	21 1 11 12
	CUSTODIANS	32	32		22,959	Y	27,157	Y	4	4				2,292	100	2,664	65	2 1 11 15
	ENGINEERS	5	5		28,605	Y	35,782	Y	3	3	35,982	Y	16	2,292	100	2,664	65	2 11 16
	MAINTENANCE WORKERS	8	8		23,897	Y	27,783	Y	4	4				2,292	100	2,664	65	2 1 11 15
	SECRETARIES	26	26		18,998	Y	29,402	Y	15	13	29,702	Y	16	2,292	100	2,664	65	21 1 11 12
	TEACHER AIDES	38	34	4	14,128	Y	14,834	Y	8	3				2,292	100	2,664	65	21 1 11 12
	OTHER ED SUPPORT STAFF	2	2				21,893	Y						2,292	100	2,664	65	2 11 1
	TOTAL	114	110	4														
083	HARRISBURG C U SCHOOL DIST 3																	
	BOOKKEEPERS	1	1				29,890	Y		1				2,548	99	3,560		1 11
	COOKS	14	14	6	8.12	H	12,924	Y		3				2,548	99	3,560		
	OTHER FOOD SERVICE	4	1	5	4.97	H	16,873	Y		1				2,548	99	3,560		
	CUSTODIANS	16	16		10.00	H	27,456	Y	6	6				2,548	99	3,560		5
	HEALTH AIDES	1	1		11,040	Y	14,326	Y	2	2				2,548	99	3,560		
	LIBRARY AIDES	4	4		11,040	Y	14,326	Y	2	2				2,548	99	3,560		
	MAINTENANCE WORKERS	1	1				34,819	Y		1				2,548	99	3,560		
	SECRETARIES	13	13		11,040	Y	23,570	Y		2				2,548	99	3,560		
	TEACHER AIDES	25	21	6	11,040	Y	14,326	Y	2	2				2,548	99	3,560		
	OTHER ED SUPPORT STAFF	1	1				22,303	Y		1				2,548	99	3,560		
	TOTAL	80	73	17														
	ELDORADO COMM UNIT DISTRICT 4																	
	ATTENDANCE OFFICERS	3	3				12,553	Y						1,955	100	3,111		3
	BOOKKEEPERS	1	1				22,469	Y						1,955	100	3,111		3
	BUS DRIVERS	13	13				8,917	Y						1,955	100	3,111		3 1 4
	COOKS	12	7	5			9,689	Y						1,955	100	3,111		3

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	ELDORADO COMM UNIT DISTRICT 4	(CONT.)																
	CUSTODIANS	10	10				11.31	H						1,955	100	3,111		3 1 4
	HEALTH AIDES	1	1				8,025	Y			10,552	Y	10	1,955	100	3,111		3 3
	LIBRARY AIDES	3	3				8,025	Y			10,552	Y	10	1,955	100	3,111		3 3
	MECHANICS	1	1				12.64	H						1,955	100	3,111		3 1 4
	SECRETARIES	7	7				17,437	Y						1,955	100	3,111		3
	TEACHER AIDES	34	32	2			8,025	Y			10,552	Y	10	1,955	100	3,111		3 3
	TOTAL	85	78	7														
084	BALL CHATHAM C U SCHOOL DIST 5																	
	BOOKKEEPERS	2	1	1	1,525	M	1,985	M	1	1	24,080	Y	20	2,200	99	3,580		1 11
	BUS DRIVERS	39	2	37	1,050	M	1,975	M	1	1	18,275	Y	20	2,200	99	3,580		1 11
	OTHER TRANSPORTATION	1	1				30,400	Y			30,900	Y	20	2,200	99	3,580		1 11
	CLERKS	1	1				1,400	M	1	1	13,100	Y	20	2,200	99	3,580		1 11
	COOKS	16	15	1	1,040	M	1,710	M	1	5	15,890	Y	20	2,200	99	3,580		1 11
	OTHER FOOD SERVICE	1	1	16			9.50	H			211.00	Y	20	2,200	99	3,580		1 11
	CUSTODIANS	23	21	2	1,830	M	2,325	M	1	5	28,400	Y	20	2,200	99	3,580		1 11
	LIBRARY AIDES	4		4	1,450	M	1,790	M	1	1	15,836	Y	20	2,200	99	3,580		1 11
	MAINTENANCE WORKERS	4	4		1,750	M	2,757	M	1	4	33,584	Y	20	2,200	99	3,580		1 11
	MECHANICS	2	2		2,250	M	2,757	M	1	1	33,584	Y	20	2,200	99	3,580		1 11
	PLAYGROUND SUPERVISORS			16			9.50	H	1	1								
	SECRETARIES	16	2	14	1,375	M	1,875	M	1	3	23,000	Y	20	2,200	99	3,580		1 11
	TEACHER AIDES	4		4	1,450	M	1,790	M	1	1	15,836	Y	20	2,200	99	3,580		1 11
	TOTAL	113	50	95														
	SPRINGFIELD SCHOOL DISTRICT 186																	
	OTHER TRANSPORTATION			11	11.95	D	47.80	D										
	CLERKS	1	1		15,608	Y	22,459	Y	15	1	24,259	Y	29	2,015	98	3,042		3 111 6
	COOKS	38	38		7.71	H	10.42	H	10	5	11.66	H	24	2,015	98	3,042		3 1 1 6
	OTHER FOOD SERVICE	70	70	4	7.34	H	8.28	H	10	5	9.52	H	24	2,015	98	3,042		3 1 1 6
	CUSTODIANS	130	130		18,658	Y	30,243	Y	10	6	32,510	Y	24	2,015	98	3,042		3 1 11 6
	HEALTH AIDES	4	4				10.80	H		1				2,015	98	3,042		3 1
	HEALTH ASSISTANTS	9	9		11,342	Y	16,405	Y	10	11	17,310	Y	24	2,015	98	3,042		3 1
	LIBRARY AIDES	17	17		6.58	H	7.03	H		3				2,015	98	3,042		3 1 16
	MAINTENANCE WORKERS	9	9		21,840	Y	25,648	Y	9	1	28,225	Y	24	2,015	98	3,042		3 1 16
	MECHANICS	2	2		26,645	Y	30,389	Y	9	1	32,968	Y	24	2,015	98	3,042		3 1 1116
	PLAYGROUND SUPERVISORS			75			6.90	H										
	SECRETARIES	123	123		15,608	Y	26,042	Y	15	6	27,842	Y	29	2,015	98	3,042		3 1 1116
	TEACHER AIDES	110	110		8.15	H	9.43	H	9	1				2,015	98	3,042		3 1 1
	TEACHER ASSISTANTS	102	102	4	6.58	H	8.28	H	5	1	9.72	H	24	2,015	98	3,042		3 1 116
	OTHER ED SUPPORT STAFF	108	108	33	7.10	H	38,539	Y	10	1	40,539	Y	29	2,015	98	3,042		3 116
	TOTAL	723	723	127														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
089 FREEPORT SCHOOL DIST 145																	
BOOKKEEPERS	1	1		7.97	H	11.45	H	9	9				2,580	95	3,120	15	1111
BUS DRIVERS	30	27	3	8.42	H	11.02	H	11	7	3.00	Y	15	2,580	95	3,120	15	11116
OTHER TRANSPORTATION	7	4	3	5.38	H	7.15	H	11	8				2,580	95	3,120	15	11116
CLERKS	9	8	1	6.50	H	9.36	H	9	9	9.87	H	10	2,580	95	3,120	15	1111
COOKS	12	12		7.30	H	8.47	H	9	5				2,580	95	3,120	15	1111
OTHER FOOD SERVICE	33		33	6.95	H	8.07	H	9	5				2,580	95	3,120	15	1111
CUSTODIANS	37	34	3	8.23	H	11.03	H	7	7	3.75	Y	8	2,580	95	3,120	19	11116
LIBRARY AIDES	8	8		6.50	H	9.36	H	9	9	9.87	H	10	2,580	95	3,120	15	1111
MAINTENANCE WORKERS	6	6		10.73	H	12.93	H	7	7	3.75	Y	8	2,580	95	3,120	19	11116
MECHANICS	2	2		10.73	H	12.93	H	7	7	3.75	Y	8	2,580	95	3,120	19	11116
PLAYGROUND SUPERVISORS	13		13	5.85	H	7.72	H	9	9	8.23	H	10					
SECRETARIES	31	30	1	10.11	H	14.01	H	9	9	14.52	H	10	2,580	95	3,120	15	1111
SECURITY	4	4															
TEACHER AIDES	46	26	20	5.85	H	7.72	H	9	9	8.23	H	10	2,580	95	3,120	15	1111
TOTAL	239	162	77														
ORANGEVILLE C U SCHOOL DIST 203																	
BOOKKEEPERS	1	1				9.39	H						2,146	71	5,185	29 3	111
BUS DRIVERS	5	1	8	11.23	H	11.41	H						2,146	71	5,185	29 3	111
COOKS	6		6	5.41	H	8.03	H						2,146	71	5,185	29 3	111
CUSTODIANS	2	2	2	8.00	H	9.58	H						2,146	71	5,185	29 3	111
HEALTH AIDES	1		1			10.63	H									3	111
LIBRARY AIDES	2		2	5.20	H	6.79	H						2,146	71	5,185	29 3	111
SECRETARIES	2	2		7.00	H	7.50	H						2,146	71	5,185	29 3	111
TOTAL	19	6	19														
090 PEKIN COMM H S DIST 303																	
ATTENDANCE OFFICERS	2	2		14,618	Y	17,027	Y						1,742	85	2,788	40 3	1 13
BOOKKEEPERS	2	2		14,894	Y	19,648	Y						1,742	85	2,788	40 3	1 1
BUS DRIVERS	1	1				11,408	Y						1,742	85	2,788	40 3	1 13
CLERKS	12	12		8,851	Y	13,279	Y						1,742	85	2,788	40 3	1 13
COOKS	5	5		7.68	H	8.00	H						1,742	85	2,788	40 3	1 1
OTHER FOOD SERVICE	22	21	1	6.35	H	7.28	H						1,742	85	2,788	40 3	1 1
CUSTODIANS	16	16		8.00	H	13.00	H						1,742	85	2,788	40 3	1 13
HEALTH AIDES	2	2		15,991	Y	16,797	Y						1,742	85	2,788	40 3	1 1
HEALTH ASSISTANTS	2	2		8,450	Y	9,436	Y						1,742	85	2,788	40 3	1 13
LIBRARY AIDES	5	5		9,293	Y	11,381	Y						1,742	85	2,788	40 3	1 13
MAINTENANCE WORKERS	7	7		13.83	H	14.33	H						1,742	85	2,788	40 3	1 13
SECRETARIES	10	10		9,275	Y	22,843	Y						1,742	85	2,788	40 3	1 13
SECURITY	2	2		9,205	Y	11,180	Y						1,742	85	2,788	40 3	1 1
TEACHER AIDES	9	8	1	4,450	Y	10,888	Y						1,742	85	2,788	40 3	1 1
TEACHER ASSISTANTS	1	1				10,332	Y						1,742	85	2,788	40 3	1 1

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	PEKIN COMM H S DIST 303	(CONT.)																
	OTHER ED SUPPORT STAFF	7	5	2	5,760	Y	42,153	Y						1,742	85	2,788	40	3 1 1
	TOTAL	105	101	4														
	MORTON C U SCHOOL DISTRICT 709																	
	ATTENDANCE OFFICERS	2	2		8.56	H	10.98	H	5	5				1,824	100	3,323	100	11
	BOOKKEEPERS	2	2		8.56	H	15.08	H	5	5				1,824	100	3,323	100	11
	BUS DRIVERS	10		17	9.91	H	16.20	H	5	5								1
	OTHER TRANSPORTATION	1	1				16.49	H						1,824	100	3,323	100	11
	CLERKS	3		4	7.10	H	8.32	H	5	5								1
	COOKS	6	2	4	7.58	H	10.89	H	5	5				1,824	100	3,323	100	11
	CUSTODIANS	19	17	2	7.10	H	15.09	H	5	5				1,824	100	3,323	100	11
	HEALTH ASSISTANTS	1	1				13.17	H						1,824	100	3,323	100	11
	LIBRARY AIDES	1	1		8.32	H	10.73	H	5	5				1,824	100	3,323	100	11
	MAINTENANCE WORKERS	5	5		8.56	H	16.49	H	5	5				1,824	100	3,323	100	11
	PLAYGROUND SUPERVISORS	10	1	12	7.10	H	8.32	H	5	5				1,824	100	3,323	100	11
	SECRETARIES	15	15		8.56	H	15.08	H	5	5				1,824	100	3,323	100	11
	SECURITY			1			8.74	H										
	TEACHER AIDES	42	14	36	8.32	H	10.73	H	5	5				1,824	100	3,323	100	11
	OTHER ED SUPPORT STAFF	3	2	1	8.56	H	15.08	H						1,824	100	3,323	100	11
	TOTAL	120	83	77														
092	GEORGETOWN-RIDGE FARM C U D 4																	
	BOOKKEEPERS	2	2		16,000	Y	23,000	Y	15	15		O		1,718	78	5,345	89	11 111
	BUS DRIVERS	12	12				6,140	Y				O		1,718	78	5,345	89	11 1113
	COOKS	16	10	6	6,647	Y	8,812	Y	15	15	9,637	Y		1,718	78	5,345	89	11 1113
	CUSTODIANS	12	10	2	17,215	Y	23,588	Y	15	15	24,113	Y		1,718	78	5,345	89	11 1113
	HEALTH AIDES	1	1		2,190	Y	29,903	Y	14	1				1,718	78	5,345	89	11 1113
	LIBRARY AIDES	5	5		9,719	Y	13,579	Y	15	15				1,718	78	5,345	89	11 1113
	MAINTENANCE WORKERS	3	2	1	17,215	Y	23,588	Y	15	15				1,718	78	5,345	89	11 1113
	PLAYGROUND SUPERVISORS			8														3
	SECRETARIES	8	8		11,469	Y	15,938	Y	15	15	17,788	Y		1,718	78	5,345	89	11 1113
	TEACHER ASSISTANTS	16	16		10,403	Y	14,276	Y	15	15	14,952	Y		1,718	78	5,345	89	11 1113
	OTHER ED SUPPORT STAFF	6	6		7,282	Y	10,403	Y	15	15				1,718	78	5,345	89	11 1113
	TOTAL	81	72	17														
	HOOPESTON AREA C U SCH DIST 11																	
	ATTENDANCE OFFICERS			1			6.00	H										
	BOOKKEEPERS	1	1				8.90	H						2,040	92			1 1
	BUS DRIVERS	8		8	7.50	H	10.65	H	10					2,040	92			1 1
	CLERKS	1	1				8.00	H						2,040	92			1 1
	COOKS	8	8		6.00	H	8.25	H	9					2,080	92			1 1
	OTHER FOOD SERVICE			3	6.00	H	7.50	H	9									

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BEST COPY AVAILABLE

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY ** D	MAX SALARY ** D	YR	PG	HIGH. LONG. ** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
HOOPESTON AREA C U SCH DIST 11	(CONT.)													
CUSTODIANS	8	8	1	7.50 H	10.65 H	10				2,040	92			1 1
LIBRARY AIDES	3	3		6.00 H	7.25 H	5				2,040	92			1 1
MECHANICS			1		10.25 H									
SECRETARIES	8	8		6.00 H	10.39 H	11				2,040	92			1 1
TEACHER AIDES	15	14	1	6.25 H	8.45 H	8				2,040	92			1 1
TOTAL	52	43	15											
DANVILLE C C SCHOOL DIST 118														
ATTENDANCE OFFICERS	1	1			24,274 Y					1,733	100	1,954	9 3	11
BOOKKEEPERS	1	1		16,543 Y	22,532 Y	17	1			1,733	100	1,954	9 3 1	113
CLERKS	5	4	1	16,543 Y	22,532 Y	17	1			1,733	100	1,954	9 3 1	113
COOKS	25	16	14	5.95 H	8.35 H	21	3			1,733	100	1,954	9 3 1	11
OTHER FOOD SERVICE	9	2	90	4.70 H	7.20 H	21	1			1,733	100	1,954	9 3 1	11
CUSTODIANS	43	43		358 W	488 W	12	1			1,733	100	1,954	9 3 1	116
HEALTH AIDES	2	2		7,787 Y	14,189 Y	14	2			1,733	100	1,954	9 3 1	113
LIBRARY AIDES	11	5	6	12,668 Y	17,263 Y	17	1			1,733	100	1,954	9 3 1	113
MAINTENANCE WORKERS	4	4		383 W	513 W	12	2			1,733	100	1,954	9 3 1	113
SECRETARIES	46	44	2	12,002 Y	22,532 Y	17	9			1,733	100	1,954	9 3 1	113
SECURITY	5	5		7,787 Y	14,189 Y	14	2			1,733	100	1,954	9 3 1	113
TEACHER ASSISTANTS	62	62		7,787 Y	14,189 Y	14	2			1,733	100	1,954	9 3 1	113
OTHER ED SUPPORT STAFF	12	11	1							1,733	100	1,954	9 3 1	113
TOTAL	226	200	114											
093 WABASH C U SCH DIST 348														
ATTENDANCE OFFICERS	1	1		11,201 Y	12,600 Y					1,919	81	5,323	29 3	113
BOOKKEEPERS	1	1		25,000 Y	49,392 Y					1,919	100	5,323	36 3	11
BUS DRIVERS	21	21	7	52.69 D	72.82 D			140.00 Y		1,919	81	5,323	29 3	113
OTHER TRANSPORTATION	1	1		20,000 Y	33,347 Y					1,919	100	5,323	36 3	113
COOKS	12	10	2	7.00 H	10.08 H			140.00 Y		1,919	81	5,323	29 3	113
OTHER FOOD SERVICE	1	1	5	8.36 H	14,697 Y					1,919	100	5,323	36 3	113
CUSTODIANS	18	18	5	8.00 H	25,963 Y			29,000 Y		1,919	100	5,323	36 3	113
HEALTH AIDES		1		28,207 Y	30,837 Y					1,919	100	5,323	36 2	113
LIBRARY AIDES	3	3			8,287 Y			14,000 Y		1,919	81	5,323	29 3	113
SECRETARIES	8	8		12,000 Y	20,000 Y					1,919	81	5,323	29 3	113
TEACHER AIDES	21	21		8,000 Y	18,359 Y					1,919	81	5,323	29 3	113
OTHER ED SUPPORT STAFF	6	6		23.02 D	33,500 Y					1,919	100	5,323	36 3	115
TOTAL	93	90	19											
097 NORRIS CITY-OMAHA-ENFIELD CUSD 3														
BOOKKEEPERS	2	2		12,595 Y	20,670 Y			0		1,750	100	179	3	11
BUS DRIVERS	15	15		8,160 Y	10,575 Y			0		1,750	100	179	3	11
OTHER TRANSPORTATION	3	3		46.00 D	7,178 Y			0		1,750	100	179	3	11

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY	** D	MAX SALARY	** D	YR	PG	HIGH. LONG.	** D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	NORRIS CITY-OMAHA-ENFIELD CUSD 3	(CONT.)																
	COOKS	9	6	3	8.25	H	10,829	Y					0	1,750	100	179		3 11
	CUSTODIANS	8	5	3	5.30	H	28,770	Y					0	1,750	100	179		3 11
	HEALTH ASSISTANTS	1	1				25,707	Y					0	1,750	100	179		3 11
	LIBRARY AIDES	2	2		10,075	Y	14,487	Y					0	1,750	100	179		3 11
	MECHANICS	1	1				24,247	Y					0	1,750	100	179		3 11
	SECRETARIES	5	5		10,054	Y	23,304	Y					0	1,750	100	179		3 11
	TEACHER AIDES	25	25		5,250	Y	9,391	Y					0	1,750	100	179		3 11
	TOTAL	71	65	6														
	CARMI-WHITE COUNTY C U S DIST 5																	
	BUS DRIVERS	21		22	9.00	H	25.00	H						2,292	100	2,664		3 11
	OTHER TRANSPORTATION	1	1				7.75	H						2,292	100	2,664		3 11
	COOKS	14	11	5	5.00	H	9.41	H						2,292	100	2,664		3 11
	CUSTODIANS	18	12	6	5.76	H	9.17	H						2,292	100	2,664		3 11
	LIBRARY AIDES	1		1	5.25	H	7.42	H						2,292	100	2,664		3 11
	PLAYGROUND SUPERVISORS	6		11	6.50	H	9.90	H										
	SECRETARIES	14	13	1	6.10	H	11.71	H						2,292	100	2,664		3 11
	TEACHER AIDES	31	29	2	5.25	H	10.59	H						2,292	100	2,664		3 11
	OTHER ED SUPPORT STAFF	3	1	4	9.04	T	9.59	T										
	TOTAL	109	67	52														
098	STERLING C U DIST 5																	
	BOOKKEEPERS	4	4		6.41	H	10.28	H	11	5				2,042	98	5,776	74	31 1 13
	BUS DRIVERS	1		1										2,042	98	5,776	74	31 1
	CUSTODIANS	21	21		6.16	H	10.88	H	11	5				2,042	98	5,776	74	31 1 13
	HEALTH ASSISTANTS	4	4		7.23	H	11.50	H	11	5				2,042	98	5,776	74	3 1 13
	LIBRARY AIDES	9	9		5.74	H	11.51	H	11	5				2,042	98	5,776	74	3 1 13
	SECRETARIES	16	16		5.60	H	9.82	H	11	5				2,042	98	5,776	74	3 1 13
	TEACHER ASSISTANTS	26	26		5.74	H	11.51	H	11	5				2,042	98	5,776	74	3 1 13
	TOTAL	81	80	1														
099	TROY COMM CONS SCH DIST 30C																	
	BOOKKEEPERS	1	1				28,000	Y						3,130	100	3,527	100	1 1 11
	BUS DRIVERS	29	29				11.01	H						3,130	100	3,527	100	1 1 113
	OTHER TRANSPORTATION	1	1				44,200	Y						3,130	100	3,527	100	1 11
	CLERKS	7	7		6.23	H	11.46	H						3,130	100	3,527	100	1 1 113
	COOKS	3	3		6.68	H	9.50	H						3,130	100	3,527	100	1 1 113
	OTHER FOOD SERVICE	11	11	3	5.20	H	8.01	H						3,130	100	3,527	100	1 1 113
	CUSTODIANS	14	6	8	7.69	H	11.81	H						3,130	100	3,527	100	1 1 113
	HEALTH AIDES	1	1				14.91	H						3,130	100	3,527	100	1 1 113
	HEALTH ASSISTANTS	1	1				10.00	H						3,130	100	3,527	100	1 1 113
	LIBRARY AIDES	4	4				8.76	H						3,130	100	3,527	100	1 1 113

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
TROY COMM CONS SCH DIST 30C	(CONT.)																
MECHANICS	2	2		10.18	H	30,000	Y						3,130	100	3,527	100	1 1 113
SECRETARIES	6	6		9.79	H	33,000	Y						3,130	100	3,527	100	1 1 113
TEACHER AIDES	9	9				8.64	H						3,130	100	3,527	100	1 1 113
TOTAL	89	81	11														
CRETE MONEE C U SCHOOL DIST 201U																	
BOOKKEEPERS	7	7				6.56	H						2,395	100	4,662	3	1
COOKS	2	2				8.00	H						2,395	100	4,662	3	1
OTHER FOOD SERVICE	31	31				5.10	H						2,395	100	4,662	3	1
CUSTODIANS	29	29				7.50	H						2,395	100	4,662	3	1
HEALTH AIDES	1	1				9.00	H						2,395	100	4,662		1
LIBRARY AIDES	5	5				5.89	H						2,395	100	4,662	3	1
MAINTENANCE WORKERS	8	8					H						2,395	100	4,662	3	1
PLAYGROUND SUPERVISORS			18			5.25	H										
SECRETARIES	31	25	6			6.18	H						2,395	100	4,662	3	1
TEACHER AIDES	35	35				5.89	H						2,395	100	4,662	3	1
OTHER ED SUPPORT STAFF	4	4				5.89	H						2,396	100	4,662	3	1
TOTAL	153	147	24														
JOLIET TWP HS DIST 204																	
BUS DRIVERS	50	2	48	8.70	H	9.20	H			10.70	H	7	2,460	100	4,188	100	1 11
OTHER TRANSPORTATION	6	2	4	6.35	H	7.45	H										1
CLERKS	9	9		7.81	H	8.06	H		1	15.02	H	30	2,460	100	4,188	100	1 112
COOKS	12	9	3	8.20	H	28,000	Y						2,460	100	4,188	100	11
OTHER FOOD SERVICE	25		25	6.00	H	7.35	H		4	8.75	H	5	2,460	100	4,188	100	1
CUSTODIANS	28	28		9.55	H	11.00	H		5	13.00	H	5	2,460	100	4,188	100	1 116
HEALTH AIDES	2	2		9,980	Y	10,780	Y		3	14,980	Y	25	2,460	100	4,188	100	1 112
LIBRARY AIDES	2	2		9,980	Y	10,780	Y		3	14,980	Y	25	2,460	100	4,188	100	1 112
MAINTENANCE WORKERS	20	20		12.96	H	65,200	Y						2,460	100	4,188	100	1 116
MECHANICS	2	2		12.96	H	13.96	H		1	15.96	H	5	2,460	100	4,188	100	11
SECRETARIES	42	42		7.06	H	31,900	Y		5	38,740	Y		2,460	100	4,188	100	1 112
SECURITY	23	23		10,620	Y	11,420	Y		3	15,620	Y	25	2,460	100	4,188	100	1 112
TEACHER AIDES	29	28	1	9,980	Y	10,780	Y		3	14,980	Y	25	2,460	100	4,188	100	1 112
OTHER ED SUPPORT STAFF	1	1				15.48	H						2,460	100	4,188	100	11
TOTAL	251	170	81														
LOCKPORT TWP HS DIST 205																	
BOOKKEEPERS	2	2		7.11	H	15.72	H	20	2	16.25	H	21	2,544	100	6,780	100	31 115
BUS DRIVERS	40		40	10.69	H	11.98	H	10					2,544	50			1 5
OTHER TRANSPORTATION	2	2		12.48	H	12.78	H						2,544	100	6,780	100	3 115
CUSTODIANS	14	14		15.20	H	16.85	H		2				2,544	100	6,780	100	3 112
MAINTENANCE WORKERS	6	6		16.83	H	20.45	H		3	21.00	H	10	2,544	100	6,780	100	3 112

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CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	LOCKPORT TWP HS DIST 205	(CONT.)																
	MECHANICS	1	1				38,186	Y						2,544	100	6,780	100	3 112
	SECRETARIES	23	16	7	6.98	H	15.72	H	20	3	16.25	H	21	2,544	100	6,780	100	3 115
	SECURITY	1	1				16.23	H						2,544	100	6,780	100	3 112
	TEACHER AIDES	12	12				12.89	H						2,544	100			3 115
	TOTAL	101	54	47														
	LINCOLN WAY COMM H S DIST 210																	
	BOOKKEEPERS	4	4				11.00	H						3,631	95	6,370	95	11
	BUS DRIVERS	38	34	4														11
	CLERKS	3	3				6.75	H						3,631	95	6,370	95	11
	COOKS	25	15	10			6.75	H						3,631	95	6,370	95	11
	CUSTODIANS	21	17	4			7.50	H						3,631	95	6,370	95	11
	HEALTH AIDES	2		2			7.25	H						3,631	95	6,370	95	11
	LIBRARY AIDES	7	7				7.25	H						3,631	95	6,370	95	11
	MAINTENANCE WORKERS	7	7				7.50	H						3,631	95	6,370	95	11
	MECHANICS	3	3				10.00	H						3,631	95	6,370	95	11
	SECRETARIES	22	20	2			8.00	H						3,631	95	6,370	95	11
	SECURITY	3	3				7.25	H						3,631	95	6,370	95	11
	TEACHER AIDES	6	6				8.00	H						3,631	95	6,370	95	11
	OTHER ED SUPPORT STAFF	2	1	1										3,631	95	6,370	95	
	TOTAL	143	120	23														
	VALLEY VIEW CUSD #365U																	
	BOOKKEEPERS	1	1				31,217	Y								4,024	100	3 1 1
	BUS DRIVERS	60		60	7.89	H	12.82	H										11 1 16
	COOKS	2	2		12.73	H	13.02	H	1	3				16				1 1
	OTHER FOOD SERVICE	93	4	89	6.65	H	12.49	H		7				16				1 1
	CUSTODIANS	4	4		10.84	H	15.39	H			15.84	H	20			4,024	100	2
	ENGINEERS	3	3		15.98	H	19.99	H			20.24	H	20			4,024	100	1 1112
	HEALTH ASSISTANTS	10	2	8	11.52	H	11.89	H	21		15.11	H						2
	MAINTENANCE WORKERS	35	35	8	7.58	H	18.03	H	20		18.28	H				4,024	100	1 12
	PLAYGROUND SUPERVISORS			40			7.89	H				0						
	SECRETARIES	90	72	18	8.40	H	20.07	H			20.82	H				4,024		1 1 12
	SECURITY	4	3	1	10.59	H	21,673	Y	21									
	TEACHER AIDES	95	88	9	10.59	H	11.17	H	21		14.43	H						2
	OTHER ED SUPPORT STAFF	23	23		18,598	Y	88,428	Y	21							4,024	100	3 1 1
	TOTAL	420	235	233														
100	MARION COMM UNIT SCH DIST 2																	
	BOOKKEEPERS	3	3								28,988	Y	21	1,735	75	3,254	75	3 11
	CLERKS	2	1	1			8.00	H			10.09	H	20					3
	COOKS	23	23	8	8.25	H	10.94	H						1,735	75	3,254	75	3 1

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	MARION COMM UNIT SCH DIST 2	(CONT.)																
	OTHER FOOD SERVICE	1	1				20,000	Y			21,000	Y	1	1,735	75	3,254	75	3 1
	CUSTODIANS	7	6	2			6.50	H			13.84	H	15	1,735	75	3,254	75	3 1
	HEALTH AIDES	1	1								22,051	Y	15					3 1
	LIBRARY AIDES	8	6	2	6.65	H	11.54	H					17	1,735	75	3,254	75	3 1
	MAINTENANCE WORKERS	4	4											1,735	75	3,254	75	3 1
	PLAYGROUND SUPERVISORS			21			6.00	H			9.62	H	25					
	SECRETARIES	12	12		10,640	Y	13,832	Y			21,053	Y	15	1,735	75	3,254	75	3 1
	OTHER ED SUPPORT STAFF	5	3	10	6.00	H	10.00	H						1,735	75	3,254	75	3 1
	TOTAL	66	60	42														
	HERRIN C U SCH DIST 4																	
	ATTENDANCE OFFICERS	2	2	1	7.00	H	21,280	Y	20	20				2,256	72	2,664	32	1
	BOOKKEEPERS	3	3		13,685	Y	43,166	Y	20	20				2,256	72	2,664	32	1
	COOKS	13	12	4	7.00	H	13.00	H	20	20				2,256	72	2,664	32	1
	OTHER FOOD SERVICE	2	2		11,151	Y	16,481	Y	20	20				2,256	72	2,664	32	1
	CUSTODIANS	15	15				11.35	H						2,256	72	2,664	32	16
	MAINTENANCE WORKERS	2	2				44,041	Y	9					2,256	72	2,664	32	1
	PLAYGROUND SUPERVISORS			11	7.50	H	8.00	H	2	2								
	SECRETARIES	6	6		12,880	Y	35,880	Y	20	20				2,256	72	2,664	32	1
	SECURITY			9			7.00	H										
	TEACHER AIDES			6			7.00	H										
	OTHER ED SUPPORT STAFF			4			8.00	H										
	TOTAL	43	42	35														
101	HARLEM UNIT DIST 122																	
	BUS DRIVERS	37	35	2	18.00	T	48.00	T		8				1,970	100	3,314	44	3 1 1112
	OTHER TRANSPORTATION	5	2	10	4.75	H	4.95	H		2	6.95	H		1,970	100	3,314	44	3 1 1 12
	CLERKS	2	2		7.45	H	8.70	H	5	1	13.92	H	16	1,970	100	3,314	44	3 1 1
	COOKS	8	8	1	6.20	H	7.65	H		2	11.78	H	20	1,970	100	3,314	44	3 111
	OTHER FOOD SERVICE	23	5	18	4.75	H	5.25	H		3	9.80	H	22	1,970	100	3,314	44	3 111
	CUSTODIANS	34	32	2	6.70	H	9.20	H	5	7	16.11	H	14	1,970	100	3,314	44	3 1112
	LIBRARY AIDES	10	2	8	5.00	H	5.20	H					2	1,970	100	3,314	44	3 1 1 12
	MAINTENANCE WORKERS	5	5		8.60	H	10.10	H	5	2	17.19	H	16	1,970	100	3,314	44	3 1 1112
	MECHANICS	2	2		7.70	H	9.20	H	5	2				1,970	100	3,314	44	3 1 1112
	PLAYGROUND SUPERVISORS	51	2	54	5.00	H	5.20	H					2	1,970	100	3,314	44	3 1 1 12
	SECRETARIES	41	39	2	5.75	H	8.70	H	5	4	12.54	H	12	1,970	100	3,314	44	3 1 1
	SECURITY	2	2		6.60	H	7.10	H	5	1	12.81	H	16	1,970	100	3,314	44	3 1 1112
	TEACHER AIDES	37	37		5.50	H					9.95	H	19	1,970	100	3,314	44	3 1 1112
	TEACHER ASSISTANTS	24	6	18	4.75	H	5.50	H		3	5.70	H	4	1,970	100	3,314	44	3 1 1 12
	OTHER ED SUPPORT STAFF	8	8		23,000	Y	45,370	Y						1,970	100	3,314	44	3 1 11
	TOTAL	289	187	115														

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ILLINOIS STATE BOARD OF EDUCATION
JOSEPH A. SPAGNOLO, STATE SUPERINTENDENT OF EDUCATION

NONCERTIFIED STAFF SALARY STUDY 1995-96 *

CTY	NAME OF DISTRICT	IMRF	FULL TIME	PART TIME	BEG SALARY **	D	MAX SALARY **	D	YR	PG	HIGH. LONG. **	D	YR	MEMBER INSUR.	% BD PAID	FAMILY INSUR.	% BD PAID	POLICIES PROVISION ABCDEFGHIJ
	ROCKFORD SCHOOL DIST 205																	
	ARCHITECTS	1	1				50,976	Y						1,935	100	4,665	100	1 1
	ATTORNEYS	1	1				89,454	Y						1,935	100	4,665	100	1 1
	BOOKKEEPERS	21	21		9.64	H	11.66	H	5	5				1,935	100	4,665	94	1 11 13
	BUS DRIVERS	238	238		8.01	H	11.40	H	16	12				1,935	100	4,665	94	1 11
	CLERKS	42	42		8.30	H	10.57	H	5	5				1,935	100	4,665	94	1 11 13
	COOKS	44	44		7.17	H	9.88	H	3	3				1,935	100	4,665	94	1 1
	OTHER FOOD SERVICE	208		208	5.49	H	7.43	H	3	3				1,935	100	4,665	94	1 1
	CUSTODIANS	86	86		8.95	H	11.03	H	2	3				1,935	100	4,665	94	1 11 13
	ENGINEERS	61	61		11.19	H	17.04	H	2	3				1,935	100	4,665	94	1 11 13
	LIBRARY AIDES	45	45		5.65	H	8.30	H	11	10				1,935	100	4,665	94	1 1 11
	MAINTENANCE WORKERS	25	25		11.60	H	13.42	H	2	3				1,935	100	4,665	94	1 11 13
	MECHANICS	17	17		15.16	H	16.26	H	2	3				1,935	100	4,665	94	1 11 13
	PLAYGROUND SUPERVISORS			148	5.30	H	7.70	H	10	9								
	SECRETARIES	115	115		9.16	H	12.24	H	5	5				1,935	100	4,665	94	1 11 13
	TEACHER AIDES	69	69		5.65	H	8.30	H	11	10				1,935	100	4,665	94	1 1 11
	OTHER ED SUPPORT STAFF	318	318	50														
	TOTAL	1289	1081	406														

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ILLINOIS STATE BOARD OF EDUCATION
Policy, Planning and Resource Management
100 North First Street S-284
Springfield, Illinois 62777-0001
Phone (217) 782-3950

1995-1996 ILLINOIS NONCERTIFIED STAFF SALARY STUDY

INSTRUCTIONS: This survey is being conducted according to Section 2-3.103 of the School Code (105 ILCS 5/2-3.103). Please complete and return this questionnaire with a copy of your district's noncertified (1) Salary Schedule(s)/Policy and (2) all appropriate negotiation contract(s) before **January 30, 1996**, or as soon as your 1995-1996 salary program is adopted. If your district will not have a salary schedule/policy for noncertified staff, complete as much of the questionnaire as possible. If the district has no schedule/policy, please enter the lowest and highest actual paid salary per position. **Include all noncertified staff even if they are not covered by a contract or salary schedule.**

NAME OF PERSON COMPLETING FORM | PHONE NUMBER | DATE

POSITION	NUMBER OF STAFF ELIGIBLE TO PARTICIPATE IN IMRF	USE YOUR DISTRICT'S DEFINITION FOR THE NUMBER OF STAFF WHO ARE:*		SALARY (Enter the salary of the highest beginning and highest maximum without longevity for each position)									***	FRINGE BENEFITS****				POLICIES AND PROVISIONS*****								
		Full-Time	Part-Time	Beginning	** H or Y	Maximum	** H or Y	Years to Reach Maximum	Number of Pay Grades to Reach Maximum	Highest Longevity Salary	** H or Y	Years to Attain Highest Longevity	EMPLOYEE'S AFFILIATION	Employee Yearly Insurance Premium	Percent of Premium Paid by Board	Family Yearly Insurance Premium	Percent of Premium Paid by Board	A	B	C	D	E	F	G	H	I
(12-13)	(14-18)	(19-23)	(24-27)	(28-33)	(34)	(35-40)	(41)	(42-43)	(44-45)	(46-51)	(52)	(53-54)	(55)	(56-60)	(61-63)	(64-68)	(69-71)	(72)	(73)	(74)	(75)	(76)	(77)	(78)	(79)	(80)
01 Architects																										
02 Attendance Officers																										
03 Attorneys																										
01 Bookkeepers																										
05 Bus Drivers																										
06 Other Transportation																										
07 Clerks																										
08 Cooks																										
09 Other Food Service																										
10 Custodians																										
11 Engineers																										

Continue on reverse.

* Regardless of whether they are eligible for IMRF

** Please insert a
D - for Daily
H - for Hourly
M - for Monthly
T - for Per Trip
W - for Weekly
Y - for Yearly

*** Please use the following numbers to indicate the Affiliation of the employees' organization when there is a signed written agreement.
1 = AFSCME 4 = TEAMSTERS
2 = IFT-AFT 5 = Service Employee
3 = IEA-NEA 6 = Other, Please List

**** Please list the premium for ALL insurance coverage provided the employee through the school district.

Please list the percent of the insurance(s) premium which is paid for by the board.

Please list the same insurance data for the employee's family. The data should not include the employee.

***** Please place a 1 under each Policy and Provision column which applies except column A (2 or 3).
A = Board Paid Retirement
2 = Full Board Paid Retirement
3 = Partial Board Paid Retirement
B = Direct Educational Reimbursement paid by the board
C = Early Retirement paid by the board
D = Fair Share clause in the negotiated contract
E = Merit Pay
F = Severance Pay
G = Sick Leave Bank
H = Sick Leave Beyond 180 Days
I = Personal, business, emergency leave with pay

ISBE 86-67 (12/95)

OVER

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POSITION (12-13)	NUMBER OF STAFF ELIGIBLE TO PARTICIPATE IN IMRF (14-18)	USE YOUR DISTRICT'S DEFINITION FOR THE NUMBER OF STAFF WHO ARE:* Full-Time (19-23)	Part-Time (24-27)	SALARY (Enter the salary of the highest beginning and highest maximum without longevity for each position) Beginning (28-33)	** H or Y (34)	Maximum (35-40)	** H or Y (41)	Years to Reach Maximum (42-43)	Number of Pay Grades to Reach Maximum (44-45)	Highest Longevity Salary (46-51)	** H or Y (52)	Years to Attain Highest Longevity (53-54)	*** Affiliation Code (55)	FRINGE BENEFITS**** Employee Yearly Insurance Premium (56-60)	Percent of Premium Paid by Board (61-63)	Family Yearly Insurance Premium (64-68)	Percent of Premium Paid by Board (69-71)	POLICIES AND PROVISIONS***** A (72)	B (73)	C (74)	D (75)	E (76)	F (77)	G (78)	H (79)	I (80)
12 Health Aides																										
13 Health Assistants																										
14 Library Aides																										
15 Maintenance Workers																										
16 Mechanics																										
17 Playground Supervisors																										
18 Secretaries																										✓
19 Security																										
20 Teacher Aides																										
21 Teacher Assistants																										
22 Other Educ. Support Staff																										
99 TOTALS																										

* Regardless of whether they are eligible for IMRF

** Please insert a
D - for Daily
H - for Hourly
M - for Monthly
T - for Per Trip
W - for Weekly
Y - for Yearly

*** Please use the following numbers to indicate the Affiliation of the employees' organization when there is a signed written agreement.
1 = AFSCME
2 = IFT-AFT
3 = IEA NEA
4 = TEAMSTERS
5 = Service Employee
6 = Other, Please List

**** Please list the premium for ALL insurance coverage provided the employee through the school district.

Please list the percent of the insurance(s) premium which is paid for by the board.

Please list the same insurance data for the employee's family. The data should not include the employee.

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A = Board Paid Retirement
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E = Merit Pay
F = Severance Pay
G = Sick Leave Bank
H = Sick Leave Beyond 180 Days
I = Personal, business, emergency leave with pay

Date _____ Signature of Superintendent _____ Phone Number _____

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